

SELECTIONS
FROM
EDUCATIONAL
RECORDS

(NEW SERIES)

VOLUME I, PART I

DEVELOPMENT OF EDUCATIONAL SERVICE,
1859-1879

Edited by

J. P. NAIK

and

SURESH CHANDRA GHOSH



ZAKIR HUSAIN CENTRE FOR EDUCATIONAL STUDIES,
JAWAHARLAL NEHRU UNIVERSITY,

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1859-79

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FOREWORD

The present volume is the first of a new series to be published for the Project of Educational Records at the Zakir Husain Centre for Educational Studies, Jawaharlal Nehru University.

The present work cannot claim to be the first of its kind. The first volume of *Selections from Educational Records* edited by H. Sharp was published in 1920 and the second, edited by J. A. Richey, came out two years later. Thereafter the work was abruptly stopped as a measure of economy and remained in cold storage till 1958 when the Government of India revived it at the National Archives of India. During a period of twelve years, the National Archives of India brought out three volumes on the *Selections from Educational Records* besides two photostat copies of Sharp and Richey. They are as follows:

1. *Educational Reports, 1859-71* (1960).
2. *Development of University Education, 1860-87* (1963).
3. *Technical Education in India, 1886-1907* (1968).

Since September 1971 the Zakir Husain Centre has been entrusted with the task of bringing out *Selections from Educational Records*. We began by drawing up a longterm programme. (The history of education in India can be traced in two different ways.) One is to take period after period and re-construct from the archival documents the total educational strategy of the Government of India that emerged for each period.) (The other is to choose single themes and look at the documents arranged under each selected theme.) Obviously the same document may have to be searched for, retrieved, and displayed in a particular context for either of the lines pursued. Obviously also, for reasons of economy alone if for no other, our project could not afford to pursue both the lines except for very special cases.

(The theme chosen for this volume is the development of the educational service in India. From 1859 onwards the Government of India was faced with the problem of an expansion of the Educational system and consequent development of an educational service in the country.) (As a result Indian Educational Service emerged in 1896. This re-organization of the Educational Service in India is a fairly long story. The story has been taken in the present volume from 1859 to 1879.) A further volume is expected to complete it.

I have great pleasure in acknowledging our indebtedness to the members of our Advisory Committee, and in particular, to the indefatigable J. P. Naik and Dr. Suresh C. Ghosh, who are the two editors of this volume. Thanks are also due to I. N. Verma, P. R. Malik and Mallar Ghosh who were actively concerned with its conception and completion.

TAPAS MAJUMDAR

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INTRODUCTION

INTRODUCTION

(The Despatch of 1854 directed the creation of the Departments of Education¹ in "each presidency and lieutenant-governorship" and accordingly, such Departments were created in Bengal, Bombay, Madras, North-Western Provinces and the Punjab in 1855.) They all began in a small way and the total cost of their establishments was only Rs. 540,000 in 1859.² During the period under review, however, there was a good deal of expansion and reorganisation. New Departments of Education were created in the Central Provinces in 1862;³ in Oudh in 1864;⁴ in the Hyderabad Assigned Districts (later known as the Berar) in 1866;⁵ and in Assam⁶ in 1874. (By 1878-79, there were nine Departments of Education functioning in (1) Bengal, (2) Bombay, (3) Madras, (4) North-Western Provinces and Oudh, (5) Punjab, (6) Assam, (7) Central Provinces, (8) Hyderabad Assigned Districts, and (9) Coorg.⁷)

2. (*Recruitment of Competent Europeans to the Higher Posts in the Education Departments — a Statement of the Problem* :—At this early period in modern educational history, educated Indians were not available to hold senior offices in the Education Departments which included the posts of the Director of Public Instruction, Inspectors of Schools, Principals and Professors of Colleges, Headmasters of High Schools, etc. It was, therefore, essential to obtain the services of learned university graduates from Europe to fill them; and the recruitment of such persons in the Educational Services of India was one of the major problems that the administrators of this period had to tackle.)

3. (At this time, the Civil Services of the Government of India were divided in two main categories—the Covenanted and Uncovenanted.) (The 'Covenanted Service' was meant exclusively for the Europeans though it had been thrown open to the Indians in the year 1853. Its officers were recruited in England by the Secretary of State for India and signed a 'covenant' with him on their appointment. They had a good scale of pay, liberal rules for leave and pen-

¹ J. A. Richey (ed.), *Selections from Educational Records, Part II*, pp. 368-70, paras 15-21 of the Despatch of 1854.

² *Ibid.*, p. 427, para 4 of the Despatch of 1859.

³ *Report of the Indian Education Commission, 1882*, para 84.

⁴ *Ibid.*, para 72.

⁵ *Ibid.*, para 104.

⁶ *Ibid.*, para 91.

⁷ There was a tenth Department of Education in Burmah; but its history has not been included in this volume.

sion, and an assured social status and rank.⁸ The Uncovenanted Service, on the other hand, was originally meant for the Indians who were expected to fill the subordinate posts in the administration and to assist the senior officers of the Covenanted Service. Consequently, the terms and conditions offered to the Uncovenanted Service were definitely inferior to those offered to the Covenanted Service. For instance, the salary of the Uncovenanted Servants was much lower than that of the Covenanted Servants; there were no incremental scales of pay for the Uncovenanted Service — each post carried a fixed salary and the person holding it had to stagnate on a given remuneration until he could be promoted to another post which carried a higher (but also fixed) salary; the provisions for leave and pension were very unfavourable as compared to those of the Covenanted Service; and no attempt was made to assign any definite rank and social status to the Uncovenanted Servants. (As a rule, no person could be promoted from the Uncovenanted to the Covenanted Service and it was, therefore, impossible for a person to rise to the privileged position of the Covenanted Civil Servants by joining the Uncovenanted Service, as a stepping stone, in the first instance.⁹ Under these circumstances, the European officers were naturally unwilling to join the Uncovenanted Service to which almost all the posts in the Education Departments belonged.)

4. (The problem could obviously be solved in any one of these three ways: (1) the senior posts in the Education Departments could have been reserved for the members of the Covenanted Civil Service; (2) the terms and conditions of service of the Uncovenanted Service itself could have been improved to make it attractive enough to the European officers; and (3) a separate Educational Service, broadly comparable to that of the Covenanted Civil Service, could have been organised.) The Education Departments began with the first of these proposals in 1854, then passed on to the second and finally landed on the third with the creation of the Indian Educational Service (or I.E.S.) in 1897.)

5. (*Recruitment of the Officers of the Education Departments from the Covenanted Civil Service*.—In order to secure a supply of competent European officers for the Education Departments, the Despatch of 1854 directed that their senior officers should be selected from the Covenanted Civil Service. "It may perhaps be advisable," said the Despatch, "that the first heads of the Education Depart-

⁸ There are very few books on the I.C.S. or the elite service of India. The best among them is by L. S. S. O'Malley, *The Indian Civil Service, 1601-1930*, London, 1931.

⁹ For a very brief review of the Uncovenanted Service, See B. B. Misra, *The Administrative History of India 1834-1947*, pp. 201-16.

ment, as well as some of the Inspectors should be members of our Civil Service, as such appointments in the first instance would tend to raise the estimation in which these offices would be held, and to show the importance we attach to the subject of education, and also, as amongst them you will probably find the persons best qualified for the performance of the duty.)¹⁰ This directive was implemented in the spirit in which it was made and several of the earliest officers of the Education Departments were selected from the Covenanted Civil Service. But, for various reasons, it was not possible to continue this policy for long. (The Despatch of 1854 itself recommended this policy, not as a permanent measure, but in the first instance only. "We desire," said the Despatch, "that neither these [i.e. Directors and Inspectors] offices, nor any others connected with education, shall be considered as necessarily to be filled by the members of that [i.e. covenanted civil] service.")¹¹ (Secondly, the salaries fixed for several of the posts in the Education Departments were so low that it was not possible to appoint the members of the Covenanted Service to them.) (Thirdly, the officers of the Covenanted Service preferred to be Revenue Officers and Judges, rather than Headmasters, Professors, Principals or Inspectors with the result that it was difficult, if not impossible, to persuade them to work in the Education Departments;) (and lastly, persons with special qualifications (such as Professors of Natural Sciences, Mathematics, English, etc.) required in the Education Departments were not available in the Civil Service which was recruited on entirely different considerations.) Consequently, very few of the posts in the Education Departments could be held by officers of the Covenanted Civil Service, and as early as 1859, the vast majority of the senior posts in the Education Departments of all provinces of India had to be filled by Education officers recruited to the 'Uncovenanted' Service.)

6. SECTION I: *Howard's Plan of Granting Seniority Allowances to Professors in the Colleges at Bombay and Poona:—*

As the attempt to secure officers of the Covenanted Civil Service for the Education Department thus failed, the Directors of Public Instruction adopted the second line of attack and began to plead for an improvement in the service conditions of the officers of Education Department. Between 1859 and 1879, almost continuous efforts were made in this direction and it is the history of these attempts that is unfolded in the eleven sections of the Selections from Educational Records included in this volume.)

7. The first of these attempts was made by Mr. E. I. Howard, the Director of Public Instruction in Bombay. His letter to the Gov-

¹⁰ Para 21 of the Despatch of 1854. See Richey, *op. cit.*, p. 370.

¹¹ *Ibid.*

ernment of Bombay,¹² No. 820 of 17th October 1862, points out the difficulty of securing competent Professors for the Colleges in Bombay and Poona. He, therefore, proposed that each Professor should be given a seniority allowance of Rs. 100 after two years of service, of Rs. 200 after seven years of service, and of Rs. 300 after twelve years of service. Mr. Howard felt that it would be possible, with due care, "to procure fairly good Professors from England on salaries commencing at Rupees 450 and Rupees 500;" but that, in order to retain these gentlemen in the country, it would be essential to "improve their pay according to their standing in the service."¹³ He, therefore, emphasized the introduction of the seniority allowances. This proposal¹⁴ was supported by Sir Alexander Grant who was then the Principal of the Elphinstone College, Bombay.¹⁵ But no heed was paid to it. In his Annual Report for 1861-62,¹⁶ Mr. Howard again emphasized the need to improve the salaries of Professors. This time the shot went home and the Government of Bombay, while reviewing the Report, called for concrete proposals from the Director of Public Instruction.¹⁷ Mr. Howard then repeated his proposal of giving a seniority allowance¹⁸ to Professors in Colleges. This was recommended by the Government of Bombay to the Government of India¹⁹ who accorded their approval in April-May 1864.²⁰

8. SECTION II: *The Introduction of the Graded Service in Bengal:*—Mr. Howard's plan was very limited in scope because it was restricted to Professors in Colleges only. Mr. Atkinson, the Director of Public Instruction in Bengal, however, made a bolder and more comprehensive proposal. In his letter to the Government of Bengal,²¹ No. 975 of 3rd March 1864, he pointed out the difficulty of obtaining competent officers from England to fill the senior posts in the Education Department and proposed that all the senior posts in the Bengal Education Department (excluding that of the Director of Public Instruction) should be divided into four grades as follows:

Class I	1250-50/1	—	1300	—	100/2	—	1500
Class II	1000-50/1	—	1050	—	100/2	—	1250
Class III	750-50/1	—	850	—	75/2	—	1000
Class IV	500-50/1	—	750	—		—	

¹² Document 1, enclosure I.

¹³ *Ibid.*, para 9.

¹⁴ For a revised version of the proposal, see Document 1, enclosure III.

¹⁵ Document 1, enclosure II.

¹⁶ Document 1, enclosure IV.

¹⁷ Document 1.

¹⁸ Document 1, enclosure IV.

¹⁹ Document 1.

²⁰ Document 2.

²¹ Document 4, enclosure.

9. This plan was better than that of Mr. Howard in two ways: (1) it covered all senior posts and not Professors in Colleges only; and (2) it provided a better scheme of promotion than that of the seniority allowances. It was recommended by the Government of Bengal to the Government of India.²² This proposal led to a lively discussion in the Executive Council of the Governor-General and interesting Minutes were recorded by the then Governor-General, Sir John Lawrence,²³ and by three members of his Executive Council, Mr. H. J. S. Maine,²⁴ Sir Charles Edward Trevelyan,²⁵ and Mr. W. Grey.²⁶ The proposal was then recommended to the Secretary of State for India²⁷ who approved it in principle and authorised the Government of India to work out the details and to sanction the scheme.²⁸ A revised and comprehensive proposal for the revision of salaries was then submitted by Mr. Atkinson²⁹ which was approved by the Government of India³⁰ and by the Secretary of State for India.³¹

The net effect of this reform was that Bengal had a 'graded service' for all the senior posts in its Education Department (excluding the post of the Director of Public Instruction which had a salary scale of Rs. 2000-50-2500). The total number of grades sanctioned was as follows:—

+ Grade	Pay Scale	Posts included
Class I	1250—50/1—1300—100/1—1500	2 — 1 Inspector, — 1 Principal of College.
Class II	1000—50/1—1050—100/1—1250	6 — 2 Inspectors. 2 Principals of Colleges. 2 Professors.
Class III	750—50/1—800—100/1—1000	10 — 2 Inspectors. 3 Principals of Colleges. 5 Professors.
Class IV	500—50/1—600—75/1—750	11 — 4 Professors. 5 Assistant Professors. 2 Supernumerary Assistant Professors.

²² Document 4.

²³ Document 6.

²⁴ Documents 5 and 9.

²⁵ Document 7.

²⁶ Document 8.

²⁷ Document 10.

²⁸ Document 11.

²⁹ Document 13, enclosure.

³⁰ Document 14.

³¹ Document 16.

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The net effect of this reform was that Bengal had a 'graded service' for all the senior posts in its Education Department (excluding the post of the Director of Public Instruction which had a salary scale of Rs. 2000-50-2500). The total number of grades sanctioned was as follows:—

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Class II	1000—50/1—1050—100/1—1250	6 — 2 Inspectors. 2 Principals of Colleges. 2 Professors.
Class III	750—50/1—800—100/1—1000	10 — 2 Inspectors. 3 Principals of Colleges. 5 Professors.
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²² Document 4.

²³ Document 6.

²⁴ Documents 5 and 9.

²⁵ Document 7.

²⁶ Document 8.

²⁷ Document 10.

²⁸ Document 11.

²⁹ Document 13, enclosure.

³⁰ Document 14.

³¹ Document 16.

10. The total cost of these posts was Rs. 23,500 per month at the minimum — against the then existing cost of Rs. 20,920 p.m. — rising to a maximum of Rs. 31,250. The reform was made operative from 1st July 1865.³²

11. **SECTION III: *Sir Alexander Grant's Proposals for a New Recruitment Method to Fill the Vacancies in the Education Departments***:—The decision to adopt the graded scales of pay for the Education Department in Bengal should have immediately been extended to the other Provinces of India. But for some reason or the other, this was not done. Since 1865, therefore, Bengal alone had the graded service described in paras 8-10 earlier; Bombay continued to have the seniority allowance, described in para 7 which were sanctioned in 1864; and the other provinces continued to function under the system of fixed salaries, except for a few selected posts.³³ It was, therefore, but natural that a demand for the improvement of the salaries of the European officers of the Education Department should also begin to be emphasized in areas other than Bengal.

12. Very significant work was done in this field by Sir Alexander Grant, who was the Director of Public Instruction in Bombay. He raised a number of important issues, the earliest among them being the recruitment of Europeans to the Educational Services in India. He was not satisfied with the manner in which recruitments were then being made by the Secretary of State to the senior posts in the Education Departments. In his letter No. 999 of 17th October 1865, therefore, he proposed that this work should be transferred from the Secretary of State for India to the Civil Service Commissioners in England.³⁴ The proposal was recommended by the Government of Bombay³⁵ and forwarded by the Government of India.³⁶ But the Secretary of State for India turned it down³⁷ on the ground that he was "not prepared to take any step which would divest the Secretary of State for India of the responsibility which now devolves upon him in regard to the filling up of the class of appointments in question."³⁸ The decision, if not unexpected, is disappointing.

13. Another important point which was raised by Sir Alexander Grant referred to the letter of appointment which began to be issued, about this time, to all new entrants to the Educational Services in

³² Document 14, para 11.

³³ See the tables given in the Annexure to Government of India Resolution, Financial Department, No. 100 of 13th January 1869, Document 38.

³⁴ Document 17, enclosure.

³⁵ Document 17.

³⁶ Document 19.

³⁷ Document 20.

³⁸ Document 20, enclosure.

India. Prior to 1866, all European officers recruited to Education Departments used to sign a covenant with the Secretary of State for India, in spite of the fact that they belonged to the Uncovenanted Service. This was an anomaly no doubt. But it gave status and security to the incumbents. In 1866, however, it was directed that this covenant should be abandoned and that each person appointed to service in the Education Department should be given a letter of appointment.³⁹ (The worst feature of this letter was that it gave authority to Government to terminate the services of any person at any time by giving six months' notice.) Needless to say, this decision made the position of the Educational Service worse than at any time in the past and Sir Alexander Grant pointed out that the authority assumed by Government to terminate the services of any incumbent after giving him six months' notice gave "a precarious appearance to the position of Educational Officers."⁴⁰ The justice of this contention was obvious and in his Despatch No. 13 of 2nd July 1868, the Secretary of State for India conveyed the decision that the present letter would be substituted by a formal warrant which would confer the appointment during good behaviour and omit the reference to the right of Government to terminate the service on six months' notice.⁴¹

14. SECTION IV: *Sir Alexander Grant's Proposal to Create an Upper Educational Service in the Bombay Presidency, Broadly Comparable to the Covenanted Civil Service*:—By far the most important contribution of Sir Alexander Grant was his suggestion to create an 'Upper Educational Service' in the Bombay Presidency broadly on the pattern of the Covenanted Civil Service. In his letter to the Government of Bombay, dated 22nd October 1866,⁴² Sir Alexander Grant pointed out the extreme importance of recruiting learned graduates from British Universities for the development of higher education in Bombay. "On the learning of the professors in the colleges of the Presidency," wrote Sir Alexander Grant, "the success of the Bombay University entirely depends, and how much depends upon the success of the University? Little less than the regeneration of the mind of the people."⁴³ Similar arguments were also applicable to the other senior posts in Education Department (e.g. the Director of Public Instruction, Principals of Colleges, Headmasters of Secondary Schools and Educational Inspectors). Sir Alexander Grant, there-

³⁹ Document 21.

⁴⁰ See para 3(a) of letter of Sir Alexander Grant, No. 1552, dated 22nd October 1866 (Enclosure I in Document 22).

⁴¹ Document 33, para 4.

⁴² Document 22, enclosure I.

⁴³ Document 22, enclosure I.

fore, pointed out that, unless competent Europeans were recruited to these senior posts in the Education Departments, the future of the education in the country would be in danger. Secondly, Sir Alexander Grant also pointed out that the existing position in which the senior posts in the Education Departments were amalgamated with the general Uncovenanted Service was far from satisfactory and created conditions which would not attract competent Europeans. He specially emphasized the low salaries, hard conditions regarding pension, and the absence of a social rank and gave it as his considered opinion that the Educational Service in Bombay was "a very poor, precarious, and, in fact, miserable sphere into which one can hardly dare to advise any young man of ability and cultivation to enter."⁴⁴ He also felt that it was wrong to include these important posts in the Education Departments on the same basis as the mass of the Uncovenanted Servants and to deal with them neglectfully. He, therefore, proposed that an Upper Educational Service should be specially created for these few but important posts on the lines indicated below:—

(1) That an Upper Educational Service in the Bombay Presidency be formed, which should be open to natives of distinguished merit, but which would, for a long time to come, be mostly filled by graduates of high standing from the European Universities.

(2) That this be constituted a "Service" properly so called, with a covenant of conditions, and regular rules of advance in pay.

(3) That this Service consist of Head Masters of First Grade High Schools, Educational Inspectors, Professors of Literature and Science, Principals of Colleges, and the Director of Public Instruction; with a maximum limit of 32 officers to constitute the entire Service.

(4) That all other persons in educational appointments in the Presidency be considered as constituting the "Uncovenanted Educational Service," and remain on the footing of their present rules.

(5) That every officer of the Covenanted Educational Service commence with a salary of not less than Rupees 500 per ensem, and he be entitled to an increase of Rupees 50 per ensem additional to his former pay, at the end of the each year of actual service, with the following limitations:

⁴⁴ *Ibid.*

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No High School Master to attain to a salary exceeding	Rs. 800 per mensem
No Professor to attain to a salary exceeding	Rs. 1,200 „
No Principal of a College to attain to a salary exceeding	Rs. 1,500 „
No Educational Inspector to attain to a salary exceeding	Rs. 1,500 „

The salary of the Director of Public Instruction to remain as at present (Rupees 2,500 per mensem) without his being entitled to any increase.

(6) That the appointments, coming within the Covenanted Educational Service, be reserved, in the first place for officers of that Service; and that no one be appointed Principal of a College, Educational Inspector, or Director of Public Instruction from outside the Service, unless Government is of opinion that there is no one in the Service qualified to hold the appointment.

(7) That a fixed retiring pension of £ 365 per annum be allowed, without the necessity of medical certificate, to Covenanted Educational Officers on their completion of 14 years' actual service in India, or of 15 years', inclusive of one year spent on furlough.

(7) That a fixed retiring pension of £ 365 per annum be authority to have become absolutely incapable of further duty in India, before the completion of seven years' service, may receive a free passage Home; and a gratuity not exceeding one month's pay (at his last rate of salary) for each year that he has served.

(9) That any such officer, on medical certificate of incapacity for further duty, may obtain, at the completion of seven years' service, a pension of £127-15 per annum, and at the completion of 10 years' service £173-7-6.

(10) That a furlough of six months at the end of seven years' service, and of one year at the end of ten years' service, if no previous furlough has been taken, be allowed to officers of the Covenanted Educational Service. The furlough allowance to be at the rate of £400 per annum.

(11) That the ordinary rules for sick leave and privilege leave now allowed to the general Uncovenanted Service be continued to the Covenanted Educational Service, with the

provision, now made, that officers who are allowed school and college vacations cannot claim privilege leave.

(12) That social rank and precedence be granted to the Covenanted Educational Service on the same footing as to the Covenanted Civil Service, except that, as Educational Officers will naturally come out to this country at least two years later than Covenanted Civilians, Covenanted Educational Officers should take rank, from the date of their commencement of service, with civilians of two years' standing.

(13) That any person appointed to fill the post of First Grade High School Master, Professor, Educational Inspector, or Director of Public Instruction, be, *ipso facto*, admitted to privileges of the Covenanted Educational Service, but that any such appointment will require the sanction of Her Majesty's Secretary of State.

(14) That on any person being appointed to one of the above mentioned posts he be considered appointed for two years certain, Government reserving to themselves the right of continuing to employ him, or of dispensing with his services at the end of two years; and that general want of efficiency be considered sufficient ground, without commission of any special fault, for discontinuing the employment of any Officer at the period when his first two years of services have expired.

(15) That a similar consideration of each Officer's services be made at the end of his first five years of employment.

(16) That in case of the services of any officer being dispensed with at the end of two or five years' employment, he be allowed a free passage Home.⁴⁵

15. These proposals were very greatly appreciated by the Government of Bombay. But before taking a decision thereon, the matter was referred back to Sir Alexander Grant with a request that he should examine the desirability of creating an Educational Branch of the Covenanted Civil Service (on the lines of the Judicial Branch of the Covenanted Civil Service which was then being created) in preference to the organisation of a new and a separate Upper Educational Service.⁴⁶ This issue was examined by Sir Alexander Grant in his letter of 7th January 1867.⁴⁷ After examining the pros and cons of the proposal in great detail, he came to the conclusion that, although the Educational Service of the country "would gain in

⁴⁵ Document 22, enclosure I, para 13.

⁴⁶ *Ibid.*, enclosure II.

⁴⁷ *Ibid.*, enclosure III.

strength and efficiency if it could be amalgamated with the Covenanted Civil Service, the difficulties in the way are too great to be overcome. (Half the Educational Service must consist of men of special learning,) of tolerably mature age, and with formal literary habits, quite different, in short, from the class of men required as civilians. The other half of the Educational Service can hardly offer, in itself, sufficient inducement for civilians to enter it; and on the other hand it would not serve as a good preparation for Revenue or Judicial appointments."⁴⁸

16. The Government of Bombay accepted the proposals of Sir Alexander Grant and recommended them to the Government of India,⁴⁹ which however did not agree with them and refused to recommend them to the Secretary of State for India.⁵⁰ The Government of Bombay then took up the matter direct with the Secretary of State for India;⁵¹ but the Government of India again refused to give their support.⁵² But the Secretary of State got interested in the proposal and called for the detailed comments of the Government of India.⁵³ Thereupon, the Government of India explained their arguments against the proposal at great length.⁵⁴ Their main contention was that (the creation of a separate service for the senior posts of the Education Department was not justified.) It is not necessary to enter here into the detailed arguments made by the Government of India and the reply given thereto by Sir Alexander Grant and the Government of Bombay,⁵⁵ all of which make very interesting reading. Suffice it to say here that the Government of India won the battle in so far as the main issue is concerned and the Secretary of State declined to create a special Educational Service for the Bombay Presidency. The Government of India, however, lost on all the other points. The Secretary of State accepted the main contention of Sir Alexander Grant that the position of the European officers of the Education Department was far from satisfactory and that something had to be done immediately to improve the situation. He, therefore, decided that the appointment letter which reserved to the Government the right of terminating service on six months' notice should be done away with. He also approved of the principle of graduated scales of pay and felt that the rank and social status of the Education officers

⁴⁸ *Ibid.*, para 4.

⁴⁹ Document 22.

⁵⁰ Document 23.

⁵¹ Document 24.

⁵² Document 25.

⁵³ Document 26.

⁵⁴ Document 27.

⁵⁵ Documents 28-31.

should be improved. He even observed that "it would be advantageous to institute a special enquiry, either through the agency of a commission or by the deputation of a well-qualified officer into the present condition and working of the Educational Service and system throughout India."⁵⁶ The Government of India, therefore, took a large number of measures, during the next two years, to improve the status and emoluments of the senior officers of the Education Departments. The details of these developments will be found in Sections VI, VII, VIII and IX.

17. Thus did a great battle for the improvement of the service conditions of senior officers of the Education Departments come to an end. For the time being, the proposal of Sir Alexander Grant to institute an Upper Educational Service was shelved; but it rose again after a little while and the Indian Educational Service was organised in 1897, almost on the lines which were recommended by Sir Alexander Grant.

18. SECTION V: *Proposals Made by the Government of North-Western Provinces for the Introduction of Graded Scales of Pay to Officers in the Education Department of that Province*:—The failure of the Government of India to extend the system of graded service, which was introduced in Bengal in 1865, to other provinces of India naturally led to discontent among the Education Officers. The documents reproduced in this section throw light on this development.

19. The officers of the Education Department in the North-Western Provinces submitted a memorial to the Secretary of State for India praying that their pay and allowances should be raised to the level of their brother officers in Bengal.⁵⁷ This interesting document points out that, while they are entrusted with responsibilities which are similar in kind and equally important to those of the Education Officers in Bengal, their scales of pay are far too low. It further points out that their scales of pay are even lower than those in the Bombay Province where Sir Alexander Grant expressed the view that the Educational Service was "very poor, precarious and, in fact, a miserable sphere."⁵⁸ This memorial was forwarded by the Director of Public Instruction, North-Western Provinces, to the Government of North-Western Provinces which also forwarded and recommended it to the Government of India.⁵⁸ By the time this representation reached the Government of India, however, action on the orders of the Secretary of State for India contained in Despatch No. 13 of 2nd July 1868 had already started and no special action was called for.

⁵⁶ Despatch No. 13 of 2nd July 1868, Document 33.

⁵⁷ Document 34, annexure to enclosure III.

⁵⁸ Document 34 and enclosures.

20. SECTION VI: *Introduction of Graded Service or Incremental Scales of Pay in all Provinces of British India*:—In view of the anxiety expressed by the Secretary of State for India for improving the service conditions of the senior officers of the Education Department, the Government of India decided to extend the scheme of graded service which had been introduced in Bengal as early as in 1865 to other provinces of India.⁵⁹ The details of this decision will be found in the documents which are reproduced in this section. All told, the additional expenditure involved in this proposal was not very large and it came only to Rs. 4,376 per month at the minimum and Rs. 14,626 per month at the maximum. This was a small cost indeed as compared to the advantages of the reform.

21. These proposals were approved by the Secretary of State in paragraph 37 of his Despatch No. 219 of 24th June 1869,⁶⁰ and were brought into force with effect from the beginning of the year 1870-71.⁶¹

22. SECTION VII: *Pension to Officers of the Education Departments*:—The first grievance of the European officers of Education Departments, viz., low and fixed salaries, was thus eliminated by 1870-71 when the graded service, which was first introduced in Bengal in 1865, was extended to the other provinces of India. We shall, therefore, turn our attention to the study of the second grievance of these officers, viz., the difficult conditions for pension.

23. The grant of pension to Uncovenanted Servants was, at this time, governed by the Pension Rules of 4th January 1831. These restricted the amount of pension to half the salary for those who have served for 30 years or more (except as regards Law Officers and Native Judges in whose case 22 years was sufficient) and to one-third for those who have served for a shorter period of not less than 20 years (15 years being substituted for 20 in the case of Law Officers and Native Judges).⁶² The Despatch of the Court of Directors, No. 23 of 20th July 1853, made one exception to these general rules and directed "that the Principals and Headmasters of Colleges or Schools shall be ranked in the same class with Law Officers and Native Judges, and, in like manner with them, be qualified, if incapacitated by age or infirmity, to receive pensions equivalent to one-third of their average monthly salary after 15 years' service and to one-half after a service of 22 years or upwards."⁶³ The injustice of these orders was obvious. To begin with, the expression 'Headmasters

⁵⁹ Documents 36-38.

⁶⁰ Document 39.

⁶¹ Document 40.

⁶² Document 66.

⁶³ Document 43.

of Schools' was not clearly defined and it was possible to interpret it as including even Headmasters of Primary Schools, of whom there were thousands in the country. Secondly, although this privilege was extended to Headmasters of Secondary Schools, it was denied to Professors of Colleges who held a higher status. Thirdly, the Headmasters of Secondary Schools were sometimes promoted as Professors in Colleges in which even they stood to lose by the promotion; and lastly, the Inspectors of Schools who performed an equally important and responsible task, were denied this privilege altogether. It was, therefore, but natural that these orders should lead to discontent and that a demand should be put forward to the effect that more liberal pension rules should be framed for the European officers of the Education Departments and that, at the very minimum, the concession given to Principals of Colleges and Headmasters of Schools in Despatch No. 23 of 1853 should be extended to all other senior Education officers.

24. The issue was first raised by the Government of Bengal in their letter No. 99 of 23rd February 1859;⁶⁴ but for reasons which have not been recorded, the proposal was summarily turned down by the Government of India.⁶⁵

25. The next Government to take up the issue was the Government of Madras who wrote direct⁶⁶ to the Secretary of State for India. In its letter No. 39 of 3rd May 1859, this Government forwarded a proposal made by the Director of Public Instruction in Madras to the effect that the pension privileges accorded to Principals of Colleges and Headmasters of Schools should be extended to officers of the Education Department who received salaries of Rs. 300 or more per month, and recommended the much broader scheme as stated below :—

(1) All servants in the Educational Department will be allowed to retire on medical certificate after 15 years' service on one-third of their average monthly salary for the preceding 5 years.

(2) After 22 years' service they will be allowed to retire on medical certificate on half such average salary.

(3) After 25 years' service they will be considered as having a right to retire on half salary absolutely and without furnish any medical certificate.

⁶⁴ Document 41.

⁶⁵ Document 42.

⁶⁶ Document 43.

(4) After 35 years' service they will be required to retire as a matter of course.

The Secretary of State agreed that "some modifications may be required in the pension rules of the Uncovenanted Service in order to adapt them to the circumstances of the Departments of Education and especially to the case of those gentlemen whose services are engaged in this country for employment in the higher appointments." He, however, declined to pass orders because he did not have before him the views of the Government of India on the proposal.⁶⁷ The Government of Madras then took the matter again with the Government of India.⁶⁸

26. In the meanwhile the Inspectors, Principals, Professors, Assistant Professors and Headmasters in Bengal Educational Service submitted a memorial to the Secretary of State for India requesting that the privilege granted to the Principals of Colleges and Headmasters of Schools in Despatch No. 23 of 1853 should be extended to all other Uncovenanted officers holding appointments of Directors, Inspectors, Professors, and Assistant Professors, and this was forwarded, through proper channel, to the Government of India.⁶⁹ This was acknowledged by the Government of India⁷⁰ who called for the comments of the other Governments on it.⁷¹ Unfortunately, the response from the provincial governments was not very assuring. The Government of the Punjab opined that no concessions should be granted to officers of the Education Department unless they were also extended to the Uncovenanted servants in other departments.⁷² The Government of Bombay felt that no exemption should be granted from the operation of the existing pension rules except in those cases where the claimants for pension might have fitted themselves by a long course of special training for particular offices.⁷³ The Government of the North-Western Provinces agreed that the concessions might be extended to officers of the Education Department drawing salaries of Rs. 300 per month or more, but opposed the much wider proposal made by the Government of Madras.⁷⁴ The Government of Bengal took a slightly different view. They felt that "all Educational Officers of the higher grades, such as Directors, Inspectors, Principals, Professors, Assistant Professors, Headmasters, and other teachers, receiving Rupees (300) three hundred a month or more,

⁶⁷ Document 44.

⁶⁸ Document 45.

⁶⁹ Document 46.

⁷⁰ Document 47.

⁷¹ Document 48.

⁷² Document 49.

⁷³ Document 50.

⁷⁴ Document 51.

who were twenty-five years of age when first appointed to any one of these offices, should be allowed to retire, with medical certificate, on one-third pay, after fifteen years, and half-pay after twenty years; and should be allowed to retire, without medical certificate, on half pay after twenty-five years. In the case of officers first appointed to one of the Offices specified, before they had attained the age of twenty-five years, the years of service before they were twenty-five years of age should not be reckoned for pension.⁷⁵

27. It will be noticed that the basic assumption underlying the above proposals was that the European officers recruited to the senior posts in the Education Department should be given certain special privileges. This assumption was contrary to two fundamental doctrines which were being enunciated at this time: (1) that there should be no distinction made between Indians and Europeans recruited to the Covenanted Service; and (2) that there should also be no distinction between the Uncovenanted servants of the Education Departments from those of the other Departments. It was, therefore, inevitable that this issue of pensions to the senior officers of the Education Department who belonged to the Uncovenanted Service should be linked up with the general issue of pensions to be given to the Uncovenanted Servants as a whole. In fact, for the next three years, the Government of India was engaged in improving the conditions of service (including the rights of promotion, pension, leave, etc.) of all Uncovenanted Servants — Indians as well as British — of all departments; and the next 17 documents reproduced here deal with this wider problem. It is not necessary to state them because it is on the basis of these revised conditions of service of the Uncovenanted Servants as a whole, that further improvement in the conditions of service of the senior officers of the Education Department was considered.

28. *Improvement in the Conditions of Service in Uncovenanted Servants of all Departments:*—The issue of general improvement in the conditions of service of all Uncovenanted Servants of all departments was brought pointedly before the Government of India by a memorial submitted to the Secretary of State for India by more than 4,000 Uncovenanted Servants working in Bengal, Madras, Bombay, North-Western Provinces and the Punjab.⁷⁶ In this memorial, the Uncovenanted Civil Servants put forward the following demands:

I. That the bar, which at present excludes Uncovenanted Servants, whatever their merits or special qualifications, from holding offices heretofore reserved for Covenanted Officers, be removed; and

⁷⁵ Document 52.

⁷⁶ Document 53.

that it be left to the discretion of the Supreme and Local Governments to promote meritorious Uncovenanted Servants to such offices, under such regulations as may be deemed necessary.

II. That on the production of medical certificate of incapacity for further service, a pension equal to one-third and one-half of the average salary or authorized official emoluments, for the last five years, be granted to all Uncovenanted Servants after fifteen and twenty-two years' actual service respectively, such service being reckoned from the age of twenty-one years, and excluding all periods of absence from duty, except casual and privilege leave.

III. That all Uncovenanted Servants be allowed the option of retiring, without production of a medical certificate, one half of the average salary, or authorized official emoluments drawn by them for the last five years, after twenty-five years' actual service, reckoned from the age of twenty-one years, and excluding all periods of absence from duty, except privilege and casual leave.

IV. The sick leave during the entire period of service be limited to three years as at present, but to be taken continuously, or by instalments, as may be desired, if leave be obtained for more than one year continuously, the absentee to be subjected for the first twelve months to a deduction of one-half of his salary, and during the remaining period of absence, to a deduction of two-thirds salary, provided that in no case shall a larger sum than £600 per annum be drawn.

V. That Uncovenanted Servants, after ten years' service be allowed furlough for one year on one-third salary and without loss of appointment; that a second furlough of one year be allowed on the same terms after an interval of five years from date of return from previous furlough; and that furlough for two years continuously be allowed after fifteen years' service on one-third pay.

VI. That Uncovenanted Servants proceeding to any part of the United Kingdom as pensioners, on sick leave, or on private affairs, be allowed to draw their pensions, or absentee pay, at the India House, in like manner as members of the other Indian Services.⁷⁷

29. It was on this memorial that Lord Canning wrote his famous Minute of 8th June 1861.⁷⁸ This interesting document throws light on some important aspects of the problem. For instance, it shows clearly the genesis of this problem.⁷⁹ Lord Canning points out that the large gap in the conditions of service of the Covenanted Civil Servants on the one hand and that of the Uncovenanted Civil Ser-

⁷⁷ *Ibid.*, enclosure, para 10.

⁷⁸ Document 55.

⁷⁹ *Ibid.*, paragraphs 2.5.

vants on the other was mainly due to the fact that (the original intention was to recruit Englishmen only to the Covenanted Civil Service and Indians only to the Uncovenanted Civil Service.) He also points out that the large scale recruitment of Europeans to the Uncovenanted Service, which was inevitable in view of the growth of the administrative machinery, entirely changed the original character of the problem and created two groups of European officers of Government — the Covenanted and the Uncovenanted — who worked under vastly different conditions of service. It is this phenomenon that, in the opinion of Lord Canning, was responsible for the unrest seen amongst the senior Uncovenanted Servants of Government. Secondly, Lord Canning's Minute is also remarkable for the insistence on the principle of making no distinction between Indians and Englishmen, either in the Covenanted or in the Uncovenanted Service. He felt that such a discrimination on the basis of race "would be utterly inconsistent with our declared principles and conduct towards the natives of India" and felt that, "there must be, on the part of the Indian Government, in bestowing higher appointments on members of the Covenanted Service, as perfect an impartiality between Englishmen and natives, as there would be if both were to appear together before the examiners in London, there to compete for admission into the Covenanted Civil Service."⁸⁰ Thirdly, Lord Canning also supported very enthusiastically the proposal that offices reserved for the Covenanted Civil Service should be thrown open to deserving persons from the Uncovenanted Service also. This, in fact, was the main claim of the Uncovenanted Service and Lord Canning supported it in full. Lastly, Lord Canning also supported here that the then accepted principle of fixing rank and social precedence, namely, seniority, was not happy. Under this principle, certain absurd things could happen. For instance, a Collector belonging to the Covenanted Civil Service could claim precedence over a Commissioner who might belong to the Uncovenanted Civil Service, on the pure ground of seniority. He, therefore, proposed that rank and social precedence of Government officers should be defined, not on the basis of seniority, but on the basis of office held. This was a very important suggestion and it was on this basis that the warrants of precedence were soon revised.⁸¹

30. Another important Member of the Executive Council, Sir Bartle Frere, also wrote a Minute on the same subject, generally supporting the views of Lord Canning.⁸² The Minute of Lord Canning was forwarded to the Secretary of State under Despatch No. 37

⁸⁰ *Ibid.*, para 12.

⁸¹ *Ibid.*, para 24. For a detailed account of the problem, see Section X.

⁸² Document 56.

of 1861,⁸³ and the Government of India addressed a series of despatches on this subject to the Secretary of State and the Secretary of State also addressed despatches to the Government of India. It is needless to enter into all the details of this discussion which, although very interesting, is only indirectly related to the problem examined in this volume. Our purpose would be served if the following final decisions regarding some of the issues raised in the memorial of 4,000 Uncovenanted Servants are briefly summarised:—

(1) Under an Act of Parliament (33 George III, Sections 52 and 57), certain posts under the Government of India had been reserved for the members of the Covenanted Civil Service only. For various reasons, several of these posts were filled, in actual practice, by the promotion of the Uncovenanted Servants. A view had, therefore, been expressed that such appointments were illegal. It was against this bar to giving senior posts to persons not belonging to the Covenanted Services that the Uncovenanted Servants had lodged a major protest. Under the Acts of Parliament (22 and 25 Victoria, Sections 1 and 2) which were now passed, all appointments of persons not belonging to Covenanted Service made against the posts which were reserved for the Covenanted Service were declared to be valid and it was also further laid down that, in future, persons belonging to the Uncovenanted Service may be appointed to offices reserved for the Covenanted Civil Service subject to approval by the Secretary of State for India in Council. Thus the Uncovenanted Service obtained a major victory and a fundamental right of great significance.

(2) The demand of the Uncovenanted Service for better pension conditions was also granted and the following principles were laid down:—

First it was decided that no Uncovenanted Servant should in future be allowed to count for pension any period of service antecedent to his having attained the age of 22 years, and in calculating the period of service required by this despatch as a qualification for pension, the period must be reckoned from that age.

Secondly, the allowance to be granted to Uncovenanted Servants on retirement in future should be as follows : viz:—

“On production by an applicant of such medical certificates as shall satisfy the Government under which he may be serving of his incapacity to serve longer in India, he may be allowed —

⁸³ Document 57.

1. Under 15 years' service, a gratuity not exceeding 12 months' salary.
2. After 15 years' service, one-third of his salary, (and of his personal allowance, if any,) provided that in no case shall a pension be granted exceeding the sum of Rs. 3,000 per annum, whatever the amount of salary, nor of Rs. 2,000 per annum, if the salary shall not exceed Rs. 12,000 per annum.
3. After 25 years' service, one half of his average salary (and of his personal allowance, if any), during the previous five years, provided, however, that in no case shall a pension be granted exceeding Rs. 5,000 per annum, whatever the amount of salary nor exceeding Rs. 4,000 per annum if the salary shall not exceed Rs. 12,000 per annum.

After 30 years' service or upwards, a pension may be granted without production of medical certificate of the same amount and subject to the same limitation as that sanctioned for 25 years' service on medical certificate."⁸⁴

31. In the light of these general decisions, we can now revert to the original proposal of giving liberal conditions of pension to senior officers of Education Department which was discussed earlier in paragraphs 23 to 26. The main argument of the Directors of Public Instruction was that the senior officers of the Education Department who had to be recruited from amongst the graduates of British Universities, were generally 25 years old (or even more) at the time of appointment and that long periods of service acted as a hardship in their cases. Since the rules for pension for the Covenanted Servants as a whole which are described in the preceding paragraph were framed on the assumption that the age of the person concerned would be 22 at the time of his entry into Government service, it was obvious that the officers of the Education Department needed some special concession. That is why, while passing these general orders for the Uncovenanted Service as a whole, the Secretary of State for India reserved his decision on the request of the Education Officers. "I think there is," he wrote, "sufficient ground for an exception as regards the Education Officers and Law Officers and Native Judges. In those cases, a previous course of study and, in many instances, practical experience, is required, and there is consequently reason for making a distinction in regard to that class of servants whose claims will, therefore, be separately considered."⁸⁵ These promised orders were issued in his Despatch No. 290 dated 23rd December 1865.⁸⁶ They

⁸⁴ Document 67, paras 6-7.

⁸⁵ Document 67, para 4.

⁸⁶ Document 68.

gave a concession of three years to the officers of Education Department as the following quotation will show:—

“I have to acquaint you that having fully considered in Council what arrangements should be made in regard to the pensions of educational officers, I have arrived at the conclusion that, taking into consideration the advantages enjoyed by them under the old rules, as compared with other members of the Uncovenanted Service, the claims of educational officers will be adequately provided for, by continuing to them the benefits of the existing Pension and Leave Rules applicable to Uncovenanted Servants generally, with the provision that in the cases of educational officers who may enter the service after having attained the age of 25, periods of service of 12, 22 and 27 years shall be substituted for the periods of 15, 25 and 30 years specified in sections 6 and 7 of the Uncovenanted Service Pension Rules.

2. Officers who may enter the Educational Department at an earlier age than 25 years, will be subjected to the general rules for members of the Uncovenanted Service.”⁸⁷

32. These orders did not obviously meet the full demands of the senior officers of the Education Department who again submitted a memorial to the Secretary of State for India asking for some further concession to be made to them,⁸⁸ and the most interesting demand put forward now was that there should be a graduated scale of pension for retirements at the end of a service of 12, 15, 18 or 22 years. This and the other demands were examined by the Government of India who addressed the Secretary of State for India in Council in their Despatch No. 5 of 1868.⁸⁹ A protracted correspondence⁹⁰ followed on the issues raised in this memorial and also on the subject of graduated pensions which need not be discussed here in detail. It will be enough to state that the Secretary of State for India refused to modify the conditions of pensions which were sanctioned earlier in his Despatches Nos. 205 of 8th December 1862 and 290 of 23rd December 1865. He felt that retiring pensions for Uncovenanted Servants then in operation were sufficiently liberal and that it did not call for any further modifications.⁹¹ This decision was reaffirmed in his Despatch No. 220 of 24th June 1869 and again in Despatch No. 243 of 28th July 1870.⁹² The pension rules sanctioned in Despatch No. 290 of 23rd December 1865 for officers of the Education Depart-

⁸⁷ Document 68.

⁸⁸ Document 69.

⁸⁹ Document 70.

⁹⁰ Documents 71-86.

⁹¹ Document 78.

⁹² Documents 80-81.

ment, therefore, remained in force even in 1882 when the whole subject was re-examined by the Indian Education Commission.

33. SECTION VIII: *The Age for Recruitment and Retirement Prescribed for Officers in the Education Department*:—It may seem strange but, prior to 1865, there was no age of compulsory retirement prescribed for Uncovenanted Servants. The pension rules merely laid down the number of years of service that has to be completed before a Government servant can be entitled to pension. But they did not prescribe a specific age of retirement. Even in the Covenanted Civil Service, there was no definite age of retirement; but there was a rule to the effect that, after 35 years of service, no Civil Servant shall be appointed to any new office nor be permitted to retain an office which he has held for a period of five years and upwards, except in special cases which are to be referred to the decision of the Secretary of State for India.

34. This absence of a specific rule of compulsory retirement for the Uncovenanted Service was first noticed by the Government of Bombay who proposed that the rules applicable to the Covenanted Civil Service should be extended to the cases of all Military and Naval Officers in civil employ and also to Uncovenanted Service.⁹³ This issue was examined by the Government of India who proposed a modified rule to the effect that, after the age of 55 years, no Military or Naval Officer, or Uncovenanted Servant should be appointed to a new office in civil employment or should be permitted to retain any such office which he had held for five years and upwards, except in special cases which were to be referred for the decision of the Secretary of State for India.⁹⁴ The Secretary of State approved of the proposal which was accordingly notified in the official Gazette.⁹⁵

35. This rule of compulsory retirement raised an important issue. Prior to this date, officers who retired before completing the full prescribed service of 30 years were required to produce a medical certificate of incapacity, and if they did so, they obtained slightly favourable amounts of pension. A question now arose as to whether a person, who had been compulsorily retired at the age of 55, should or should not be required to produce a medical certificate of incapacity for further service. It was laid down, after examining the problem that a person who was made to retire compulsorily at the age of 55 should not be required to produce a medical certificate of incapacity for further service; and that he should be deemed to have been incapacitated on medical grounds and given the favourable

⁹³ Document 87.

⁹⁴ Document 88.

⁹⁵ Documents 89-90.

rate of pension which the production of a medical certificate would have entitled him to.⁹⁶

36. This decision created another problem. As officers entered Uncovenanted Government Service at different ages — no age for entry into this service was prescribed at this period — they naturally completed different periods of service when they were made to retire compulsorily at the age of 55 and as such retirement was equated with the retirement on medical grounds, officers who entered service late obtained a more favourable pension than those who entered early. This anomalous position had to be resolved. The problem was, therefore, taken up for consideration with the Provincial Governments and the Secretary of State and a uniform decision applicable to all Covenanted Servants was taken.⁹⁷ The genesis of the problem as well as the final decision is explained very clearly in Despatch No. 223 of 31st August 1871 from the Government of India and is quoted below for ready reference:—

“In the public despatch from the Secretary of State to the Governor General of India in Council, No. 90, dated 9th December 1864, sanction was given to the promulgation of a rule that an uncovenanted servant should not, after the attainment of 55 years of age, be appointed to a new office, or be allowed to retain an office which he had held for five years.

2. The rule thus promulgated we recently modified, declaring that all uncovenanted servants, gazetted or ungazetted, should be required to retire when they attained 55 years of age; but that the local government might permit them to continue longer in service, the previous sanction of the Government of India being required where it was proposed to retain any officer in service after the attainment of 60 years of age.

3. According to the practice which we adopted up till January last, we regarded officers compelled to retire under the operation of these rules as incapacitated on medical grounds from further service, and we granted them pensionary allowances under the rules prescribed for officers thus incapacitated.

4. Now, officers incapacitated on medical grounds obtain a certain advantage in respect of pension; for example, they obtain a half-pay pension after 25 years' service, whereas, if not so incapacitated, they would have to render 30 years' service before obtaining pension of that amount; and the result of these two rules (that of compulsory retirement, and that fixing invalid pension) working together was, that an officer who entered the public service at an age

⁹⁶ Documents 91-93.

⁹⁷ Documents 94-101.

so late that he would be obliged to retire before rendering 30 years service, was practically promised a good service pension, without rendering the amount of service necessary to qualify for such a pension.

5. To relieve the State from the undue liability for pension thus imposed, and at the same time to render more equal the pensionary prospects of our officers, we published on 20th January last a rule which appeared to us to be a necessary complement to the compulsory retiring rule quoted above. (This order declared that, no person should be admitted into the uncovenanted service of Government after he has attained the age of 25 years.) But, if, for special reasons, any one is after this date admitted at a later age, then in the event of his being required to retire under the operation of any rule for the removal of officers from the service as superannuated, on their attaining a particular age, the pension to which he would but for this rule be entitled, shall be reduced in the proportion which the number of years of pensionable service which he has completed bears to 30 years, the full period required for a good service pension."⁹⁸

37. Since the officers of the Education Department were given a concession of three years in pension rules under Despatch No. 290 of 23rd December 1865,⁹⁹ that concession was also allowed to them in these orders by substitution of the figure "27 years" for the figure "30 years" in the above orders.¹⁰⁰

38. It will thus be seen that by 1872, Government had prescribed an age for entry into the Uncovenanted Government Service, an age for compulsory retirement from it, and also provided more favourable terms of pension to it as a whole. In the case of Education Officers, a further concession was granted because, to qualify for a given pension, they were required to put in a service which was shorter by three years than that prescribed for Covenanted Service in other departments.

39. SECTION IX: *Interpretation of Improved Pension Privileges*:—The papers included in this section throw light on an interesting episode. It has been shown in Section VII that liberal conditions of pension were provided to officers of the Education Department who entered service after the age of 25 years.¹⁰¹ A point regarding the exact interpretation of these orders was raised in 1872. The draft Civil Pension Code, which was prepared in that year, notified that only three groups of Education Officers, viz., Inspectors of

⁹⁸ Document 100 paras 1-5.

⁹⁹ Document 68.

¹⁰⁰ Documents 100-101.

¹⁰¹ Document 68, Despatch of the Secretary of State for India, No. 290 of 23rd December 1865.

Schools, Principals and Professors of Colleges, and Headmasters of Schools, were entitled to the privileges of these orders. This view was challenged by the Director of Public Instruction in Mysore who claimed that the Despatch of the Secretary of State for India No. 290 of 23rd December 1865 gave the privilege of a liberal pension to all Education Officers and requested that the draft Civil Pension Code be amended accordingly.¹⁰² This issue was examined by the Government of India and by the Secretary of State and it was finally decided that the liberal pension privileges given in Despatch of the Secretary of State for India No. 290 of 23rd December 1865 covered only the senior officers of the Education Department, namely, Directors of Public Instruction, Inspectors of Schools, Principals and Professors of Colleges, and Headmasters of Schools. All these officers, it may be recalled, belonged to the graded service. All other officers of the Education Departments were governed, in so far as their pensions were concerned, by the general orders applicable to Uncovenanted Service as contained in the Despatch of the Secretary of State for India No. 205 dated 8th December 1862.¹⁰³

40. SECTION X: *Rank and Social Precedence*:—The third major grievance of the European officers recruited to the senior posts in the Education Department was that they had no appropriate rank and social precedence vis-a-vis the other officers of Government. To understand this grievance, it is necessary to remember that the last Table of Precedence for the officers of Government was prescribed under the East India Company in January 1855.¹⁰⁴ At this time, the Education Departments were yet to be born and it is, therefore, hardly a matter for surprise if this Table of Precedence made no reference to Educational Officers. What is worse, this Table of Precedence made no reference to Uncovenanted Servants and fixed precedence of officers of the military and Covenanted Civil Service only. Consequently, the European officers of the Education Departments, whose number began to grow rapidly after 1859, soon found that they had no recognised rank or social precedence vis-a-vis the other officers of Government, whether European or Indian. This led to considerable discontent.

41. In 1862, a new Royal Warrant of Precedence was drawn up.¹⁰⁵ But even this Warrant confined its scope mainly to Covenanted Civil and Military Officers and made no reference to the officers of Education Department who, along with all other Uncovenanted

¹⁰² Document 102.

¹⁰³ Document 67.

¹⁰⁴ Published in the *Calcutta Gazette* of 2nd May 1855.

¹⁰⁵ Document 109 and enclosure.

Officers, were deemed to have been covered by the clause: "all other persons, who may not be mentioned in this Table, to take rank according to general usage, which is to be explained and determined by the Governor-General in Council in case any question shall arise." In practice, however, this clause meant nothing because there was no 'general usage' to refer to. The discontent among the Education Officers, therefore, increased very greatly. As early as 1864, Mr. Atkinson, the Director of Public Instruction in Bengal, drew the attention of Government to this unhappy situation. "The disadvantage at which the Educational Service is placed in that respect [in respect of social rank]", wrote Mr. Atkinson, "is stated to be one of the reasons which deter University men possessing suitable qualifications from accepting educational appointments in India. There is no doubt whatever that this is the case, and that the men who have of late years joined the Department, more especially since the opening of the Civil Service, have keenly felt the inferiority of their social position as compared with that of their School and College contemporaries in the regular services. It seems to me both just and expedient that this grievance should, as far as possible, be remedied. The concession I advocate would certainly in another respect be attended with beneficial results to the interests of the public service. It is well known how strongly the natives of India are influenced by considerations of personal status and dignity, and I am convinced that nothing would tend more to increase the just weight and authority of Educational Officers, more especially of those engaged in the work of inspection, than the concession to them of such official rank as would entitle them to hold a proper position amongst the Civil Officers of the Districts in which they are employed. I am aware that the measure is surrounded with certain practical difficulties, but these difficulties will be much diminished by the adoption of the present scheme for the reorganization of the Department in its upper ranks. The question is one of more practical importance than would at first sight appear, and the efficiency of the Department will be directly advanced by a satisfactory solution of it."¹⁰⁶ This view was accepted by the Government of India who observed: "We agree with the Director of Public Instruction in thinking it highly expedient to elevate the social status of gentlemen in the Educational Department. The subject, however, has already engaged our attention, and we propose to address you regarding it in connection with the general question of official rank,¹⁰⁷ and also by the Secretary of State for India who wrote: "I shall be prepared to give my best consideration to any recommendations which you may submit to me with reference

¹⁰⁶ Enclosure in Document 4.

¹⁰⁷ Document 10, para 5.

to the social position of the officers of the Educational Department throughout India."¹⁰⁸

42. The revision of the Table of Precedence took a fairly long time and at last a new Royal Warrant of Precedence was issued in 1871.¹⁰⁹ In this Warrant, the Directors of Public Instruction under the local Governments of Bengal, Madras, Bombay, North-Western Provinces and Punjab were given the status of a civilian of 20 years' standing; the remaining Directors of Public Instruction and also officers of the first and second grades were ranked with civilians of 12 years' standing; officers of the third grade were ranked with civilians of 8 years' standing; and those of the fourth grade were ranked with the civilians of 4 years' standing. In so far as the European senior officers of the Education Departments were concerned (they all belonged to the graded service), the grievance about social rank was thus done away with in 1871.

43. This Warrant of Precedence, however, came in for a good deal of criticism in other Departments and a large number of representations demanding some change or the other were received. A Committee was, therefore, appointed to examine the whole problem. Mr. G. H. M. Batten prepared a note¹¹⁰ on the subject for the use of this Committee and it gives a clear history of the entire problem. The Report of the Committee itself¹¹¹ as well as the revised Royal Warrant of Precedence¹¹² issued in 1876 have been reproduced in this section. We are only concerned with the social rank of the officers of the Education Departments and a scrutiny of the Table shows that it was improved still further. The Directors of Public Instruction under the local governments were now ranked with civilians of 23 years' standing; the remaining Directors of Public Instruction (including officers of the first grade) were ranked with civilians of 18 years' standing; and officers of the second grade were ranked with civilians of 12 years' standing. By 1876, therefore, the question of social rank of Education Officers may be said to have been finally and satisfactorily decided.

44. (SECTION XI: *Graded Officers of the Education Department as in 1879*:—The documents included in this section review the position of the senior officers of the Educational Departments in all provinces of India as in 1879.) The correspondence started with a Despatch from the Secretary of State requesting the Government of India to prepare a list of all graded officers of the Educational Service throughout

¹⁰⁸ Document 11, para 2.

¹⁰⁹ Document 110 and enclosure.

¹¹⁰ Enclosure in Document 111.

¹¹¹ Document 111.

¹¹² Document 112 and enclosure.

India showing the advantages which are attached to these posts.¹¹³ This was circulated to all Provincial Governments¹¹⁴ and the replies were received from the Government of Madras,¹¹⁵ the Government of Bombay,¹¹⁶ the Government of Bengal,¹¹⁷ the Government of North-Western Provinces and Oudh,¹¹⁸ the Government of Punjab,¹¹⁹ the Chief Commissioner of Central Provinces,¹²⁰ the Chief Commissioner of British Burma,¹²¹ the Chief Commissioner of Assam,¹²² and the Resident at Hyderabad (Berar).¹²³ On the basis of these replies, all-India lists of the senior officers of the Education Department were compiled.¹²⁴

The following Table shows the position of the Indian officers who held senior posts in the several Education Departments in 1879:—

No.	Name	Designation	Date of First appointment to the Department	Present salary
1	2	3	4	5
BOMBAY				
1.	Rao Bahadur Keru Lakshman Chhattre	Professor of Mathematics, Deccan College.	14th November 1851.	1,000
BENGAL				
2.	Bhodeb Mookerjee	Inspector of Schools, Western Circle.	6th August 1849.	1,000
3.	Prasanna Kumar Sarvadhikari	Principal, Sanskrit College.	March 1852.	750
4.	Umesh Chander Dutt	Professor, Krishnagar College.	22nd March 1851.	600
5.	Pandit Mahesh Chunder Nyayaratna	Professor, Sanskrit College.	6th January 1864.	600
6.	Rev. Lal Behari De	Professor, Hooghly College.	30th August 1867.	600

¹¹³ Document 113.

¹¹⁴ Document 113, para 6.

¹¹⁵ Documents 114-17.

¹¹⁶ Document 118.

¹¹⁷ Document 119.

¹¹⁸ Document 120.

¹¹⁹ Document 121.

¹²⁰ Document 122.

¹²¹ Document 123.

¹²² Document 124.

¹²³ Document 125.

¹²⁴ Documents 126-27.

1	2	3	4	5
7.	Prasanna Coomar Ray	Professor, Dacca College.	11th December 1876.	500
N. W. P. AND OUDH				
8.	Durga Prasad	Asstt. Inspector, Oudh Division.	1st February 1866.	750
HYDERABAD				
9.	Rao Bahadur Narain Bhai Dandekar	Director of Public Instruction.	25th July 1856.	1,000

46. The Government of India's Despatch to the Secretary of State for India No. 9 of 9th June 1879 sums up the position of the Graded Service of the Education Department very beautifully and forms a fitting close to all the correspondence that has been discussed in the preceding sections. It has, therefore, been quoted below in full:—

2. "With a view to obtaining capable persons from Europe for the more important offices in the Educational Department, Lord Stanley, in his despatch No. 4, dated 7th April 1859, paragraph 41, observed, 'that, as a general rule, all appointments in the Department of Education should be filled by individuals unconnected with the service of Government, either civil or military, and that every encouragement should be given to persons of education to enter the Educational Service, even in the lower grades, by making it known that in the nominations to the higher offices in the Department a preference will be given to those who may so enter it, if competent to discharge the duties.' The principle above enunciated has been steadily kept in view.

3. Exclusive of the Directors of Public Instruction, officers occupying the higher offices in the Educational Department are divided into four classes as given below, each beginning with the minimum, and rising in five years by equal annual increments to the maximum rate of salary, thus —

1st grade	Rs. 1,250 to 1,500
2nd grade	Rs. 1,000 to 1,250
3rd grade	Rs. 750 to 1,000
4th grade	Rs. 500 to 750

This system of salaries was sanctioned for Bengal in Sir Charles Wood's despatch No. 27 dated 9th December 1864, and subsequently extended to the other Provinces under the authority conveyed in

Duke of Argyll's Financial Despatch No. 219, dated 24th June 1869. The number of sanctioned appointments in the Educational Service is —

		No. of appointments.
Directorships	2 on Rs. 24,000 rising to Rs. 30,000 a year)	8
	1 on Rs. 24,000 rising to Rs. 27,000 a year)	
	1 on Rs. 24,000	
	1 on Rs. 18,000 rising to Rs. 24,000 a year	
	1 on Rs. 15,000 rising to Rs. 18,000 a year	
	1 on Rs. 12,000 rising to Rs. 15,000 a year	
	1 on Rs. 12,000	
1st class appointments	on Rs. 15,000 rising to Rs. 18,000 a year	6
2nd	on Rs. 12,000 rising to Rs. 15,000	18
3rd	on Rs. 9,000 rising to Rs. 12,000	32*
4th	on Rs. 6,000 rising to Rs. 9,000	39
Total		103

* One of these officers is on Rs. 8,400 to Rs. 9,600 a year in the Madras Presidency.

The officers who now hold the two best appointments in the service, namely, the Directorships of Bengal and Bombay, entered the Educational Department in the year 1866; but promotion in the Department is not ordinarily so rapid.

4. Gentlemen appointed in England to the Education Service in India are eligible for promotion to the higher classes in the Department as vacancies occur; but such promotion is not actually accorded, nor is any increase of salary granted to them till they pass the ordinary examination (higher standard) in the vernacular language of the district in which they may be employed. The first increase of salary commences from the date of their passing in that language. If they fail to pass in the vernacular within two years of joining their appointments, they are liable to removal from the Department.

5. Though the Directorship is usually filled from the ranks of the graded service, yet the Government reserve a discretion to appoint civil servants or other competent persons to that office. Ordinarily recruits enter the service in the fourth or lowest grade, but occasionally persons with special qualifications have been appointed from England to the third grade. Officers of the graded services usually rise in their own provinces. But cases have occurred of officers in the Education Service being transferred from one Province to another on promotion.

6. The duties entrusted to the graded officers of the Educational Department are those of inspection and instruction. The Inspectors have to travel for about half the year, and receive travelling allowance at the same rates as Covenanted Civil Servants. The graded officers not employed on inspection duty are either Principals or Professors of Colleges affiliated to the Universities.

7. The regulations under which educational officers of the graded service can obtain furlough and pension are embodied in the Leave and Pension Codes of the Government of India. Those Codes are subject to amendment and alteration at the discretion of the Government; and any account of the Leave and Pension Rules now furnished is subject to correction by the Leave and Pension Codes as they may from time to time be altered by the Government. Officers appointed to the Educational Graded Service by the Secretary of State can obtain leave of absence to Europe on substantially the same terms as to length of service and retention of appointment as the more privileged members of the Civil and Military Service; and during their absence on furlough, up to certain reasonable limits of time, they enjoy half their Indian salary up to a total of £800 a year. They can, unless they enjoy annual vacations, and provided the state of the public service permits, obtain one month's privilege leave on full pay after every eleven months' service, but such privilege leave cannot accumulate to a period beyond three months. If they fall ill, they can, within certain liberal limits of time, obtain furlough on medical certificate.

8. The higher officers of the Educational Department appointed to the graded service by the Secretary of State, if they enter the service after the age of 25, are allowed to retire on a pension not exceeding one-third or one-half of their average pay for the five years preceding retirement, after a qualifying service of 12 and 22 years, respectively, on production of a medical certificate, and upon a pension not exceeding half such pay without such certificate after a service of 27 years. Pensions of one-third and half pay are, however, subject to certain maximum money limits. Officers who have not served long enough to earn a pension receive a gratuity not exceeding one month's emoluments for each completed year of good service, and not under any circumstances exceeding twelve months' emoluments in all.

9. Social rank and precedence are allowed to the officers of the Educational Service as to civil servants. The Directors of Public Instruction under the Local Governments and Administrations rank with civil servants of 23 and 18 years' standing, respectively, and

the officers of the 1st and 2nd grades with those of 18 and 12 years' standing."¹²⁵

47. It may be incidentally mentioned that the conditions described in the above Despatch remained unchanged till 1882 when the Indian Education Commission reviewed the working of all the Education Departments in India.

¹²⁵ Document 128.

SECTION I

HOWARD'S PLAN OF GRANTING SENIORITY ALLOWANCES TO
PROFESSORS IN THE COLLEGES AT BOMBAY AND POONA.

[*Documents 1-3*]

The Government of Bombay recommend to Government of India the sanction of seniority allowances for Professors in Bombay and Poona Colleges as proposed by the Director of Public Instruction.

FROM W. H. Havelock, Esquire, officiating Secretary to the Government of Bombay, to E. C. Bayley, Esquire, Secretary to the Government of India, — No. 6, dated the 3rd February 1864.

7. In the annual Report of Education in this Presidency Note—Copy sent to Government of India, under date the 27th October 1863, No. 17. for 1861-62, Mr. Howard dwelt on the inadequacy of the salaries of the Professors in the Bombay Colleges; and this Government, in reviewing the result of the year of report, intimated that any proposition with reference to this subject, which the Director might submit, would, after receiving the consideration of this Government, be submitted to the attention of the Government of India.

8. Mr. Howard has accordingly reverted to this question in his letter No. 1087, dated the 7th November 1863.¹ In transmitting copy of the Memorandum dated 29th November 1862 (and its enclosures)² to which reference is made by the Director, I am desired to submit an expression of the decided opinion of this Government that, considering the cost of living in Bombay, the salaries of the College Professors are insufficient and wholly inadequate to attract men possessing University honors and attainments, or to ensure the retention of the more able men attached to the Educational Department.

9. His Excellency in Council thinks that, for the present, the "Seniority Allowance" proposed by the Director of Public Instruction will meet the urgency of the appeal on behalf of the Professors in the Elphinstone College. According to the scale of 29th November 1862,³ the gentlemen below named would be entitled to the following allowances in addition to their present salaries:—

Professor Sinclair	Rupees 300 per mensem.
„ Hughlings	„ 200 „
„ Sir A. Grant	„ 100 „

14. Under these circumstances, I am directed to submit the recommendation of the Hon'ble the Governor in Council,

is given, you may possibly get good men, but you do not keep them. On the other hand the inferior men will remain in your hands until (in a technical sense, but no other) they "earn their pensions," acting meanwhile as effectual obstacles in the way of every improvement.

4. Suppose that a distinguished Graduate of Oxford or Cambridge is induced to accept a chair in one of the Colleges, he finds that his pay is about the same as that of a superior Commercial Clerk, and far inferior to the profits of independent Professions, as well as to the salaries of gentlemen in other branches of the Government service. In one point of view the new system of appointment to the Civil Service may be said to aggravate the contrast; for the College Professors may now see their contemporaries of equal, or, perhaps, inferior academical distinction rising in a steady routine of promotion to a post of Rupees (2,000) two thousand to Rupees (3,000) three thousand, while they themselves are toiling on at an invariable salary of Rupees 500, or, perhaps Rupees 600. No such pointed comparisons could be made formerly.

5. I am well aware of the causes which produce and justify this state of things. I only mention it as a fact which must be borne in mind in fixing Professors' salaries.

6. I trust that it is not necessary for me to urge the paramount importance of keeping the superior education of the Natives in the hands of gentlemen and scholars. And it will be admitted that the talent and literary acquirements of Professors should, at all events, not be less than those of Assistant Collectors of Revenue, who probably do not exchange a word with an educated Native (it is much to be regretted) in the whole course of their Indian life.

7. I have seen so much evil resulting from the former practice of putting mere School Masters in the chairs of Professors, that I earnestly trust it may not be repeated.

8. The problem is, — How to retain for the Colleges the services of men of the same social rank and education as the Covenanted Civil Service, rather above than below the average of them in acquirements, but at the same time much less expensive to Government.

9. It is obviously essential to offer a rather higher salary on first appointment as set-off against the inferior promise of the future. This, to some extent, has been already provided, and my experience leads me to infer that we can, with due care, manage to procure fairly good Professors from England on salaries commencing at Rupees 450 and Rupees 500. But I am clear that, in order to retain these gentlemen in the country, we must improve their pay according to their standing in the service.

10. For Educational reasons I do not wish a Professor to stay, as a rule, more than 15 years in the Department, and I would offer no increase of salary after that period of service has elapsed.

11. The Bombay and Poona Colleges require equally good Teachers; therefore the salary allowed to the Professors in each should differ only to a moderate extent, as suggested by the facts that Poona is a cheaper place than Bombay; and that the Poona College is, of course, junior in rank to the Elphinstone College, as well as less numerously attended.

* * * *

20. The above arrangement does not exceed the present sanctioned expenditure,⁵ but it does not include the Seniority Allowances which I contemplate, and which must be provided for separately.

21. For these my scale is —

	Per mensem Rupees
To a Professor after two years' actual service in India, supposing him to have passed in one language	100
After seven years a further allowance of	100
After twelve years ,,	100

22. Thus a Professor, passed in a Native language after 12 years' actual service, would draw Rupees 300 in addition to his original salary of Rupees 500, or Rupees 800 in all. He might also hold a Readership, or the Principalship, or both. In the last case he would draw Rupees 1,400 a month. This will not be considered an extravagant salary under the circumstances. The half-time Professor would not draw a Seniority Allowance. On the other hand, present Professors who have not covenanted to pass would be entitled to Seniority Allowances, without fulfilling the condition of passing.

24. The Seniority Allowances above proposed would be applicable also to the Poona Professors.

25. I have thus sketched the future arrangements which I propose for the Colleges, and I respectfully recommend them for Government sanction. They involve a certain prospective increase of expenditure, and must, therefore, I apprehend, be submitted to the Supreme Government. I beg that I may be allowed to reconsider and modify any detail which may seem objectionable.

26. Supposing that my suggestions be generally approved, they can be introduced by degrees when the Budget for each year is drawn up.

ENCLOSURE (ii) IN DOCUMENT 1

The Principal, Elphinstone College, Bombay supports proposal of the Director of Public Instruction for granting seniority allowances to Professors in Bombay and Poona colleges.

Memorandum No. 204, dated Mahableshwur, the 8th November 1862.

HAVING been requested by the Director of Public Instruction to express an opinion on the proposals for remodelling the Staff of the Elphinstone College, contained in his letter to Government, No. 820 of 1862-63,⁶ I have the honour most respectfully to submit the following observations:—

2. Mr. Howard's proposal for granting Seniority Allowances to Professors (paragraphs 21 and 22) appears to me to be founded on justice. The same principle has been to some extent adopted at Madras. I may mention that last February I was offered the Principalship of the Presidency College in Madras on a Salary of Rupees 1,000, which was to be raised to Rupees 1,200 after five years' service. If boons of this kind are required in Madras, they are certainly still more so in Bombay, where the rate of expense in living presses most seriously on small incomes.

(signed) A. Grant,
Principal.

[Home — Edn A Progs, May 1864, No. 9.]

ENCLOSURE (iii) IN DOCUMENT 1

The Director of Public Instruction, Bombay submits revised proposal regarding reorganisation and pay of establishment of the Elphinstone College.

Memorandum dated the 29th November 1862.

HAVING, at the suggestion of His Excellency the Governor, consulted with Sir A. Grant and Professor Hughlings,⁷ and heard their representations, I have, with their assent, resolved to recommend the following scheme in substitution for that contained in my letter No. 820, dated 17th October 1862,⁸ and amended in my letter No. 984, dated 13th November 1862⁹ as to the future Establishment of the Elphinstone College. It will be seen that the cost of the new scheme is the same as that of the original one.

Five Professorships

	Per mensem Rupees
1. English	500
2. History	500
3. Mathematics and Physics	500
4. Oriental Languages	500
5. Natural Science	500
Total	2,500

	Per Mensem Rupees
Five "Staff appointments"	
1. Principalship	400
2. Readership in Moral Philosophy	200
3. „ in Logic	100
4. „ in Latin (a)	100
5. „ in Latin (b)	100
	900
Total	3,400

Add Seniority Allowances, as proposed in my letter No. 820, dated 17th October, paragraph 21.

(Signed) E. I. Howard,
Director of Public Instruction, Bombay.

[Home — Edn A Progs, May 1864, No. 9.]

ENCLOSURE (iv) IN DOCUMENT 1

The Director of Public Instruction, Bombay proposes gradual re-organization of existing Professorships in Government Colleges and immediate grant of seniority allowances to Professors.

FROM E. I. Howard, Esquire, Director of Public Instruction, to W. H. Havelock, Esquire, Acting Secretary to the Government of Bombay, — No. 1087, dated Poona, the 7th November 1863.

With reference to paragraph 8 of the Government Resolution on my Report for 1861-62,¹⁰ in which I am invited to submit proposals for improving the positions of Professors in the Government Colleges, I beg respectfully to refer to my Memorandum of the 29th

November 1862, which contains my recommendations for Elphinstone College.

2. That Memorandum was drawn up after I had conferred (at the request of His Excellency the Governor) with Sir A. Grant and Professor Hughlings, whose views I embodied in it. The Memorandum was referred to in your Memorandum No. 493 of the 4th December 1862, but I have had no further communication with Government on the subject. I am aware, however, that, on receipt of the Memorandum, the Local Government under date the 3rd December applied to the Supreme Government for an addition to the grant to the Elphinstone Funds; and if this had been conceded, doubtless the propositions made in the Memorandum would have been taken up and favourably considered. In the absence of funds, of course, nothing could be done.

3. Those propositions comprised — First a re-organization of the existing Professorships; and secondly, system of "Seniority Allowances." The re-organization, as I explained, could only be introduced gradually, as it would affect existing interests; the "Seniority Allowances" being purely additions to present salaries, obviously could be introduced at once. I am much disappointed that the necessary funds for carrying out, at least, the second proposal have not been conceded, and the gentlemen who were requested to assist me with their advice in drawing up a scheme are also naturally disappointed. I have, in a separate letter, (see my letter No. 1083 of 6th November 1863),¹¹ combated the objections raised by the Supreme Government to increasing the grant to the Elphinstone Funds; but even if those representations should be ineffectual, I trust that the scheme of November 1862, or part of it, may be carried out without further reference to the Supreme Government.

4. Assuming that Mr. Candy will, at my request, be removed from Elphinstone College on Mr. Sinclair's return to India, (see my letter No. 923 of the 10th October 1863), the Professors entitled to Seniority Allowances in Elphinstone College would be Mr. Sinclair to Rupees 300, Mr. Hughlings to Rupees 200, Sir A. Grant to Rupees 100, — Total Rupees 600 per mensem, or Rupees 7,200 per annum.

6. As regards Poona College, I design, in my Budget for next year, to ask for funds to raise the Professorships to Rupees 500, and the Principalship to Rupees 700 (*i.e.* Rupees 200 for the Principalship *per se*, and Rupees 500 for the Professorship always held by the Principal).

7. I also design to ask for separate sanction for Seniority Allowances to the Professors of both Colleges on the scale proposed in my Memorandum of November 1862.

8. As Government have so warmly expressed their assent to my appeal on behalf of the gentlemen who hold the most important posts in the Educational Department, I will say no more than that a necessary co-efficient in any general scheme for improving Professors' salaries is that Government should reserve to itself, and practically exercise the power, of removing incapable persons from these appointments.

[Home — Edn A Progs, May 1864, No. 9.]

2

The Home Department of the Government of India approves of the Bombay Government's proposal for sanctioning seniority allowances for Professors, and forwards the papers to the Financial Department for concurrence.

No. 2447, under date the 2nd April 1864.

READ a letter from the Government of Bombay, No. 6, dated 3rd February last, and enclosures, applying for sanction to additional Educational expenditure in Bombay for 1864-65.

RESOLUTION

The Bombay Government asks for sanction to the following Educational charges for the ensuing year 1864-65:—

	Per annum Rupees
(1) Seniority Allowances to three Professors of the Elphinstone College	7,200
(2) Ditto for one Professor of the Poonah College	1,200
(3) Improvement of High Schools	21,840
(4) For the opening of about 300 Vernacular (Talooka) Schools	90,000
(5) Additional cost of inspection and management of these Schools	10,000
(6) Grants-in-aid to private Schools	75,000
Total	2,05,240

2. The Governor General in Council proceeds to notice the above charges in the order in which they stand.

3. The first item has reference to the College Department of the Elphinstone Institution. This Institution is endowed with private funds yielding about 23,000 Rupees a year, and enjoys a Government grant of Rupees 42,000 a year, as well as further sums aggregating about Rupees 1,626 given by Government towards meeting certain special charges. The Institution is under the direct management of Trustees; but the Government, in virtue of its large donation, has, in the course of a previous correspondence, declared that it "cannot regard the Institution as differing substantially from a Public Establishment maintained by the State, which should be subject, therefore, in point of financial as well as other management, to the usual rules applicable to such Establishments."

4. In considering applications respecting the Elphinstone Institution, the Government of India has always acted upon this understanding, granting such relief or extra aid as the circumstances of the Institution may have been shown in each case to require; and in dealing with the present proposal His Excellency in Council will be guided by the same principle.

5. The salaries of the Professors of the Elphinstone College are stated by Mr. Howard to be as follows :—

	Rupees
Principal	1,000
1 Professor	600
3 Professors on Rs. 500 each	1,500
1 Ditto	200
	3,300

6. The principle on which the Seniority Allowances are to be given is stated in Mr. Howard's Memorandum as follows:—

	Rupees
"To a Professor after two years actual service in India, supposing him to have passed in one language	100
"After 7 years a further allowance of	100
"After 12 years a further allowance of	100

7. On the above principle the following allowances will now, it is stated, be claimable:—

	Per month Rupees
Mr. Sinclair	300
Mr. Hughlings	200
Sir A. Grant	100
	600

or Rupees 7,200 per year. And to this expenditure the sanction of the Government of India is solicited.

8. The reasons for improving the individual prospects of the Professors are strongly set forth in Mr. Howard's Memorandum of 17th October 1862. While admitting that fairly good Professors can be had from England on salaries commencing at Rupees 450 or 500, he affirms "that in order to retain these gentlemen in the country, we must improve their pay according to their standing in the Service." The Government of Bombay supports this view, stating its opinion that "considering the cost of living in Bombay, the salaries of College Professors are insufficient and wholly inadequate to attract men possessing University honors and attainments, or to ensure the retention of the more able men attached to the Educational Department."

9. Under these circumstances, the Governor General in Council is disposed to sanction the proposal and to make the necessary Budget provision for giving effect to it, remarking at the same time that in the scale of Seniority Allowances the expression "actual service in India" is presumed to refer to actual service in India as a *Professor of the Elphinstone College*.

ORDERED, that a copy of this Resolution, together with the papers* above cited, be forwarded to the Financial Department for further orders, with the remark that, pending the consideration of the 4th and 5th proposals, after the receipt of the fuller information required, it may be advisable to keep available the funds necessary for giving effect to them.

ORDERED also, that a copy of this Resolution be forwarded to the Government of Bombay for information and guidance, with an intimation that the Governor General in Council will await the receipt of a further report on the points noticed in respect of the 4th and 5th proposals.

[Home — Edn A Progs, May 1864, No. 10.]

3

The Financial Department of the Government of India concurs in the views of the Home Department in regard to the sanction of seniority allowances for Professors in Bombay and Poona Colleges.

EXTRACT from the Proceedings of the Government of India in the Financial Department, Simla,—No. 113, under date the 11th May 1864.

READ an Extract from the Proceedings of Government in the Home Department, No. 2447, dated 2nd April 1864, forwarding for further orders copy of a Resolution passed in that Department regarding additional Educational expenditure in Bombay for 1864-65, with a remark that, pending the consideration of the proposals for opening about 300 Vernacular Schools, and providing for their inspection and management at a total expense of a lakh of Rupees per annum, for which further information has been called for, it may be advisable, after the receipt of the fuller information required, to keep available the funds necessary for giving effect to them.

RESOLUTION.—The Governor General in Council is pleased in this Department to express his concurrence in the views contained in the Resolution passed in the Home Department subject to further information on the reserved points.

ORDER.—Ordered, that a copy of the foregoing remark be sent to the Home Department for information, the original papers received therefrom being returned, and a copy kept for record in this office.

Ordered also, that a transcript of the Resolution passed in the Home Department be sent to the Deputy Auditor and Accountant General, and the Civil Pay Master, Bombay, and the Auditor General of India.

(True Extract)

(Signed) E. H. Lushington,

Secretary to the Government of India,
Financial Department.

No. 158

COPY forwarded to the Government of Bombay, in continuation of Extract No. 2448, dated the 2nd ultimo.¹²

By Order,
(Signed) E. C. Bayley
Secretary to the Government of India

Home Dept., Education,
SIMLA;
The 13th May, 1864.

[Home — Edn A Progs, May 1864, No. 11.]

APPENDIX

No. 984 of 1862/63

Poona
Office of Director of Public Instruction,
13th November 1862.

To

W. H. Havelock, Esquire,
Acting Secretary to Government,
Education Department.

Sirs,

With reference to my letter No. 820 dated 17th Ultimo, I have the honour to forward remarks by Sir A. Grant to whom I sent the office draft of that letter for perusal.

2. Sir A. Grant has urged all the objections which he conceived to lie against my proposals, but the objections are not always consistent with each other nor are countervailing advantages taken into consideration. If the supposed "reduction" of two Professorships from Rupees 600 to Rupees 500 is complied with the Seniority allowances the balance will certainly appear to be in favour of the Professors. For example—

Name	Present fixed salaries			Under my scheme with seniority allowances.			
	Rs.	As.	P.	Rs.	As.	P.	
Mr. R. S. Sinclair	600	0	0	800	0	0	
Mr. J. P. Hughlings.	500	0	0	600	0	0	
Mr. F. J. Candy.	500	0	0	500	0	0	would be
Mr. E. Burke	500	0	0	500	0	0	Rs. 600 in a few weeks.

3. To this the Readership all clear additions. Sir A. Grant however is mistaken if he supposes that the Home Government in any case willingly send men to Bombay as Professors on Rs. 600. There has been only one Professor (Mr. Owen) sent out on Rupees 600 since I have been in India. Rupees 500 therefore may be considered as the normal salary of a junior Professor, and so I do not allow that I have "cut down" a single Professorship. This would indeed be the precise reverse of my object. I quite agree that the "present is not an appropriate moment for making reductions."

4. The two objections, (1) that I propose to reduce the number of the staff and (2) also the emoluments of the Professors, are evidently inconsistent with each other. If the Readerships are held by Professors their emoluments will be raised, if by outsiders, the staff will be increased. My plan was designed to meet the varying needs of the College and special acquirements of the available teachers.

5. The only point that presses me is contained in Sir A. Grant's 9th paragraph and I would meet it by making the Readerships Triennial instead of annual and to count for pension.

6. Sir A. Grant's 10th paragraph apparently involves a misconception. The Seniority Allowances can be brought into operation at once. Of course Sir A. Grant's salary and position could not be affected except to his advantage. The allusion to Mr. Hughlings I do not understand. His Professorship is already at the minimum.

7. There would be no difficulty in introducing the proposed system gradually without prejudice to the interests of existing Professors. But there will be no need to make any change in the Poona College for a year or two.

8. Without following Sir A. Grant through the remaining criticisms of his letter — the justice of which I do not admit. I will

shortly state the main point which I think should be borne in mind in disposing of the subject.

1. The minimum teaching staff required for the Elphinstone College is at present—

Two gentlemen for English, History and Philosophy.
 One for Mathematics and Physics.
 One for Oriental languages.
 One for the Natural Sciences.
 Besides Deccan Fellows as Tutors.

His staff must be increased when the numbers of the College rise above 100.

2. It is desirable to reserve the power to Director of Public Instruction with the approval of Government of distributing the several subjects to the best advantage among the available teachers. It may sometimes be that an outsider may be better qualified than a Professor to teach a special subject. We would have the power of engaging him.

3. Professor should have seniority allowances according to standing.

4. Under no circumstances should Professors on their first appointment be placed in a worse position than Junior Professors are now.

5. I renew my proposals with the modification that the Readerships may be made——— and counted for pension.

6. I need hardly say that if the increases of Professors' salaries to Rupees 700 recommended by Sir A. Grant could be sanctioned, I should be well pleased. I have asked for what appeared to me likely to be conceded.

I have the honour to be
 Sir,
 Your most obedient servant
 Sd./-
 Director of Public Instruction

Office of the Director
 of Public Instruction
 POONA
 13 November 1862.

No. 820 OF 1862-63

To

M. J. Shaw Stewart, Esquire,
Acting Secretary to Government,
Educational Department.

Sir,

Government will perceive from my letter No. 819, of this day's date, that Mr. Sinclair's absence on leave will produce a saving of Rs. 300 (or Rs. 200) a month, and thus remove the financial difficulties of the Elphinstone funds as far as the current year goes. I think this a good opportunity for addressing Government on the subject of the College establishments at Bombay and Poona.

2. Generally, I am of opinion (as I have more than once stated to Government) that if it is intended to keep a staff of qualified University Graduates as Professors, modified and more liberal arrangements must be made for their remuneration. This has become more necessary than ever in consequence of the great increase of house-rent and other expenses in Bombay and Poona. Speaking roughly, I suppose that the purchasing power of money under the head of "household expenses" has been reduced since the salaries of Professorships were settled ten years ago by as much as 40 per cent. The honorable members of the Government have, however, a complete knowledge of this advance of prices, and it is unnecessary for me to enlarge upon it.

3. In estimating the rate of salary to be paid to Professors, I disclaim altogether what may be called sentimental considerations. The only question to my mind is, what allowances are practically necessary in order to retain the services of qualified persons? If less is given you may possibly get good men, but you do not keep them. On the other hand the inferior men will remain on your hands until (in a technical sense, but no other) they "earn their pensions" acting meanwhile as effectual obstacles in the way of every improvement.

4. Suppose that a distinguished graduate of Oxford or Cambridge is induced to accept a chair in one of the Colleges. He finds that his pay is about the same as that of a superior commercial clerk, and far inferior to the profits of independent professions, as well as to the salaries of gentlemen in other branches of the Government service. In one point of view the new system of appointment to the Civil Service may be said to aggravate the contrast, for the College Professors may now see their contemporaries of equal or perhaps inferior academical distinction rising in a steady routine of

promotion to a post of rupees (2,000) two thousand to rupees (3,000) three thousand, while they themselves are toiling on at an invariable salary of Rs. 500 or perhaps 600. No such pointed comparisons could be made formerly.

5. I am well aware of the causes which produce and justify this state of things. I only mention it as a fact which must be borne in mind in fixing Professors' salaries.

6. I trust that it is not necessary for me to urge the paramount importance of keeping the superior education of the natives in the hands of gentlemen and scholars. And it will be admitted that the talent and literary acquirements of Professors should, at all events, not be less than those of Assistant Collectors of Revenue, who probably do not exchange a word with an educated native (it is much to be regretted) in the whole course of their Indian life.

7. I have seen so much evil resulting from the former practice of putting mere Schoolmasters in the chairs of Professors, that I earnestly trust it may not be repeated.

8. The problem is, how to retain for the College the services of men of the same social rank and education as the Covenanted Civil Service, rather above than below the average of them in acquirements, but at the same time such less expensive to Government.

9. It is obviously essential to offer a rather higher salary on first appointment as a set off against the inferior promise of the future. This to some extent has been already provided, and my experience leads me to infer that we can, with due care, manage to procure fairly good Professors from England on salaries commencing at Rs. 450 and Rs. 500. But I am clear that in order to retain these gentlemen in the country, we must improve their pay according to their standing in the service.

10. For educational reasons I do not wish a Professor to stay, as a rule, more than 15 years in the department, and I would offer no increase of salary after that period of service has elapsed.

11. The Bombay and Poona Colleges require equally good teachers; therefore the salary allowed to the Professors in each should differ only to a moderate extent, as suggested by the facts that Poona is a cheaper place than Bombay, and that the Poona College is, of course, junior in rank to the Elphinstone College as well as less numerously attended.

12. The necessary changes of Professional salaries may be made by means of the Duxina Fellows, whose services as College tutors will yearly become more valuable, and will justify a small reduction in the numbers of the European staff. This reduction will, moreover

be the less felt as an evil if we can by means of it ensure a constant supply of really superior Professors.

13. The branches of instruction to be maintained at each College may be conveniently determined by the B.A. standard of the University. This embraces: 1st, Languages; 2nd, Mathematics and Natural Philosophy; 3rd, History; 4th, Logic and Moral Philosophy; 5th, some branch of knowledge in a miscellaneous list (see margin). Of these subjects the two first (languages and Mathematics) make by far the heaviest demands on the College teachers. The third (History) may in a measure be left to private study; and the fourth (Logic and Moral Philosophy) is really a subject of moderate dimensions, as interpreted in the University Bye-laws and may partially be entrusted to the Duxina Fellow tutors.

- A. Rhetoric and Criticism.
- B. Dynamics and Hydrostatics.
- C. Optics and Astronomy.
- D. Chemistry: Heat and Electricity.
- E. Physiology: Vegetable and Animal.
- F. Physical Geography.

14. I now proceed to the actual staff of the Colleges:—

I. Elphinstone College.

	Salary Rs.
1. Principal and Professor of Moral and Mental Philosophy.	1,000
2. Professor of Mathematics and Natural Philosophy.	600
3. Professor of English literature and History	500
4. Professor of General History and Political Economy.	500
5. Professor of Applied Science.	500
6. Professor of Chemistry, &c.	200
Total:	3,300

15. On this I have to observe — 1st, that the Principalship should be separated from the Professorship of Moral Philosophy. 2nd, that the Chair of Applied Science (the exact object in founding which I never understood) may be with advantage changed to Oriental languages which are at present unrepresented. 3rd, That the teaching of Chemistry and other branches of Natural Science must be better paid or it never will be efficient. I consider this, however, a “half-

time" Professorship as compared with English and Mathematics. It will always in practice be held by a gentleman who is also a Professor of the Grant College. 4th, I would break up the minor subject (as History, & c.), and assign separate remuneration to them. They can then be assigned to the gentleman who is best able to teach them. 5th, Political Economy not being a separate subject in the B.A. standard may be omitted and supposed to come under History.

16. The staff will then stand, independent of Seniority allowances, as follows:—

	Rs.
1. Principal	400
2. Professor of English	500
3. Professor of Mathematics and Physics	500
4. Professor of Oriental Languages	500
5. Professor of Natural Sciences	400
	2,300

Readerships, which may be held by Professors.

	Rs.
1. Logic	200
2. History, Ancient and Geography	200
3. History, Modern and Geography	200
4. Moral Philosophy	200
5. Latin	200
	1,000
Total:	3,300

17. The Readerships should be assigned by the Director of Public Instruction annually, with the approval of Government generally, but not necessarily among the Professors. Readerships being annual appointments would not in any case be "acting", nor would they be considered in calculating the rate of pension.

18. The Duxina Tutors would be assigned according to their acquirements as Assistants to the Professors.

19. The Miscellaneous subjects would be taken up by the Professors from time to time, according to the needs of candidates for the B.A. degree, without extra charge.

20. The above arrangement does not exceed the present sanctioned expenditure, but it does not include the Seniority allowances which I contemplate, and which must be provided for separately.

21. For these my scale is —

To a Professor after 2 years' actual service in India, supposing him to have passed in one language

Rs. 100 p.m.

After 7 years a further allowance of

Rs. 100 p.m.

After 12 years „

Rs. 100 p.m.

22. Thus a Professor passed in a native language after 12 years' actual service would draw Rs. 300 in addition to his original salary of Rs. 500, or Rs. 800 in all. He might also hold a Readership or the Principalship, or both. In the last case he would draw Rs. 1,400 a month. This will not be considered an extravagant salary under the circumstances. The half-time Professors would not draw a seniority allowance without fulfilling the condition of passing.

Poona College actual staff.

	Rs.
1. Principal	600- 0-0
2. Professor of English, & c.	425- 0-0
3. Professor of Mathematics, & c.	425- 0-0
4. Professor of Sanscrit	295- 0-0
5. Examiner in Sanscrit	41-10-8
6. Native Assistant Professor	100- 0-0

Total Rs. 1,886-10-8

Proposed.

	Rs.
1. Principal	400
2. Professor of English	400
3. Professor of Mathematics and Natural Philosophy	400
4. Professor of Oriental languages and Comparative Grammar	450
	1,650

Readerships (annual)

	Rs.
1. Logic	100
2. History, Ancient	100
3. History, Modern	100
4. Moral Philosophy	100

400

Total Rs. 2,050

23. I would explain that I have reduced the salaries of the Professors of English and Mathematics because I assume that they will hold Readerships. The Professor of Oriental languages will probably be a German, and will seldom be eligible for a Readership. Duxina tutors will be attached to the Professor as above mentioned.

24. The seniority allowances above proposed would be applicable also to the Poona Professors.

25. I have thus sketched the future arrangements which I propose for the Colleges, and I respectfully recommend them for Government sanction. They involve a certain prospective increase of expenditure, and must therefore, I apprehend, be submitted to the Supreme Government. I beg that I may be allowed to reconsider and modify any detail which may seem objectionable.

26. Supposing that my suggestions be generally approved, they can be introduced by degrees when the Budget for each year is drawn up.

27. For the remainder of the present year the following charges are strongly recommended.

(1) Elphinstone College — Rupees 100 to the salary of Professor Hughlings (see my letter No. 2455 of the 20th March 1862).

(2) Rupees 200 to the salary of the Professor of Chemistry & c. (see my letter quoted in the preceding paragraph).

(3) Poona College — The addition of Rupees 100 to the salary of Dr. Haug (see my letter No. 2436 of the 18th March 1862).

Office of the Director
of Public Instruction,
Poona
17th October, 1862

I have the honour to be,
Sir,
Your most obedient Servant,
E. I. Howard,
Director of Public Instruction

NOTES

1. See Enclosure IV.
2. See Enclosure III.
3. *Ibid.*
4. See Elphinstone Professorships in H. Sharp (ed.), *Selections from Educational Records*, Part I, pp. 197-198.
5. It refers to subjects of teaching, staff for teaching and cost thereof in respect of The Elphinstone College. See paragraphs 12 to 19 of the Document which have been omitted here.
6. See Enclosure I.
7. Professor of English Literature and History at the Elphinstone College, Bombay.
8. See Enclosure I.
9. It explains the position against the objections raised by Sir A. Grant in respect of the establishment of the Elphinstone College. (See **Bombay** Records Office, *Edn. Cons.* June 1864, No. 958.) Or See Appendix.
10. See *Report of the Director of Public Instruction*, Bombay, 1861-62, Appendix N and pp. 277-284.
11. For the text of the letter, see *Home-Edn. A Progs*, May 1864, No. 9.
12. See Document 2.

SECTION II

INTRODUCTION OF GRADED SERVICE IN BENGAL

[*Documents 4-16*]

The Government of Bengal forward the scheme of the Director of Public Instruction, regarding the reorganization of the Education Department for the consideration of the Government of India.

FROM S. C. Bayley, Esquire, Junior Secretary to the Government of Bengal, to the Secretary to the Government of India, Home Department (Education), No. 1460, dated Fort William, the 23rd March 1864.

Sir,

I am directed to forward, for submission to the Government of India, the accompanying copy of a letter, No. 975, dated 3rd instant, with enclosure, from the Director of Public Instruction, in which he represents the difficulty experienced in finding persons properly qualified to discharge the duties of the higher posts in the Education Service, and submits a scheme for improving the position and prospects of the members of that Service, so as to attract to it men of ability and learning, and to maintain it in a state of efficiency.

2. It is found that since the opening of the Civil Service to public competition, gentlemen who have obtained even moderate University distinctions in England are no longer inclined to enter the Education Service in Bengal, and there seems no ground whatever for expecting that, unless some considerable addition be made to the salaries now assigned to the higher Offices of the Education Department, the case will be otherwise. The Government of India is in fact aware that the Right Hon'ble the Secretary of State for India has, for several years past, been unable to secure the services of properly qualified gentlemen for the Education Service in this country, and it is now certain, from the result of the inquiries instituted by Mr. Atkinson at the English Universities, that no sufficient inducements are held out to tempt such persons into a service which, both as regards pay and social estimation, is inferior to the Indian Civil Service.

3. In their Despatch of the 19th July 1854,¹ the Court of Directors desired that the scale of remuneration allowed to officers of the Education Service of the Government should be so fixed "as publicly to recognize the important duties they will have to perform." Since then no improvement has taken place in the salaries of the Principals

and Professors of the Government Colleges, while those of the Director and Inspectors which were at first fixed on a more expensive scale than that now proposed, although less calculated to encourage approved service, have since been reduced. At the same time the amount of fees paid by the Students of Government Colleges and Schools in Bengal has increased from Rupees 1,32,362-0-1 in 1857-58 to Rupees 2,01,917 in 1862-63, and is still increasing, while the sum paid by Government for the support of the English Colleges from which these fees are mainly derived, and which will chiefly benefit by the proposed increase of salaries, has decreased from Rupees 1,77,326-0-8 to Rupees 1,42,475.

4. To meet the difficulties above explained, the Director of Public Instruction has proposed a plan (on the principle recently sanctioned for regulating the constitution of the Financial Department) by which the Officers occupying the higher ranks in the Education Department will be divided into four classes, each beginning with the minimum and rising to the maximum rate of salary proposed, by a fixed yearly rate of increase. This scheme, which has been prepared by the Director in personal communication with the Lieutenant-Governor, has His Honor's entire approval, and he desires to recommend it to the early and most favourable consideration of the Governor-General in Council.

5. The proposed measure of general increase, while it is shewn by the Director to be absolutely necessary to secure a supply of properly qualified men for the higher branches of the Bengal Education Service, does not, as is shewn above, involve even at its maximum (which will probably never be reached) a larger expenditure than was incurred by the Government for the Superior agency of the Department in 1855-56. The increase actually proposed is from Rupees 19,000 a month to a mean of Rupees 23,675 a month, and the immediate actual increase is from Rupees 19,000 to Rupees 21,300 a month.

6. In submitting this scheme the Lieutenant-Governor desires also to add his recommendation that the salary of the Director should be regulated on the same principle as that which it is proposed to apply to the other officers of the Department, and that commencing at first on Rupees 2,000 a month it may rise to Rupees 2,500 a month (the amount at which it was fixed in 1854), by an increase of Rupees 100 a month after every two years of approved service in the office.

7. On the question of rank referred to in paragraph 12 of the Director's letter, the views of the Lieutenant-Governor have been

already communicated to the Government of India in the Minute forwarded with my letter No. 801, dated 16th ultimo.

I have the honour to be,

Sir,

Your most obedient Servant,

S. C. Bayley,

Junior Secretary to the
Government of Bengal.

[Home — Edn A Progs, June 1864, No. 1.]

ENCLOSURES IN DOCUMENT 4

The Director of Public Instruction, Bengal, represents the difficulty experienced in finding properly qualified persons for discharging the duties of higher posts in the Educational Service and submits a scheme for improving the position and prospects of the members of the Service so as to attract men of ability and learning.

FROM W. S. Atkinson, Esquire, Director of Public Instruction, to the Officiating Secretary to the Government of Bengal, No. 975, dated the 3rd March 1864.

Sir,

For some time past my attention has been forcibly drawn to the exceedingly unsatisfactory prospects of the Education Department as regards the supply of Officers qualified to discharge the duties of the higher posts in the service as Principals and Professors of Colleges and Inspectors of Schools. On the one hand it is apparent that men who have obtained University distinctions in England are no longer attracted to the Education Service in India by the inducements which were formerly successful in filling its ranks with Officers of approved ability and learning, whilst on the other hand it is no less certain that the demand for a higher order of intellect and more profound acquirements amongst those who have to discharge the functions of Professors and Inspectors is daily becoming more imperative in proportion to the advance which education is steadily making in the Provinces under His Honor's administration, an advance which is alike marked by the vast increase in the number of our Students, and by the high standard of attainment which they reach. Not less than a thousand Under-graduate Students are now attending the Class-rooms of our Colleges and preparing for the

University Examinations in Arts, Law, Physics, and Engineering. The Entrance Test is at least as high as that of any University with which I am acquainted, and the Degrees, especially the Degrees in Arts, undoubtedly imply an amount of Book knowledge more extensive and varied, and I believe, I may add, more accurate than is required for Degrees of the same kind in any country in the world. No one can deny, therefore, that men of real ability and solid attainments are needed for conducting the duties of the Lecture room. The demand increases, but the supply is stopped at its source.

2. It is hardly necessary for me to remind His Honor that Her Majesty's Secretary of State has for several years past been quite unable to secure the services of gentlemen even moderately well qualified for the duties here required from Members of the Educational Service. Several, indeed, of those who have been sent out, have proved, His Honor knows, so totally unfit for the work they have to do that we have been glad on any terms to relieve them of their engagements. The consequence is, that several important posts have long remained unfilled, whilst in other posts which could not be left vacant, necessity has forced upon us the alternative of employing Members of the Covenanted Civil and Military Services, notwithstanding the objections to such a course which have been more than once expressed by the Authorities in England.

3. To remedy this state of things communications have been addressed to leading Members of the Universities of Oxford and Cambridge, with a view to ascertain whether properly qualified men whom they might recommend would be willing to proceed to India and accept employment in the Educational Service in Bengal.

4. This plan also has proved unsuccessful. The Rev. W. G. Clark, Public Orator of the University of Cambridge, and Tutor of Trinity College, writes to me as follows, under date 2nd November last:—

“If I can find you any efficient men I will. There are at Cambridge just now several men returned from India who, I think, are disposed to dissuade good men from accepting the appointments. They say that they would be placed at a disadvantage both as regards emolument and rank when compared to the Civil Services; and as the latter is so very easy of attainment, we can with difficulty hope to persuade any one who sets a value on himself to accept the former. But I will do my best. Both my colleagues have promised to help, and I have made the matter as widely known as I could throughout the University.”

The letter from which this extract is taken was received on the 3rd December, and, as I have heard nothing further from the writer up to the present date, it is plain that he has failed in his enquiries.

5. The following letter from the Principal of the Sanskrit College, Mr. E. B. Cowell, himself a First Class Oxford man, will prove to his Honor that Oxford Graduates are quite as reluctant as those of Cambridge to accept educational appointments in India; whilst it further shews how great is the need which presses upon us to secure man of accomplished scholarship for the work of the Department.

Mr. Cowell writes:—"in accordance with your wish I asked my friend, Mr. Kitchen, one of the Tutors of Christ Church, Oxford, to make enquiries whether there were any young men willing to come to India in the Education Department. I mentioned to him the kind of men we required. I have heard from him several times. Once or twice he had hopes of some one offering, but they have finally come to nothing. By the last Mail I had a letter from him dated December 12th, from which I beg to send you the following extract:—

1. "Please to let Mr. Atkinson know that I have made repeated inquiries for men willing to offer themselves for the Education Department, but with invariable ill-success. Calcutta has such a bad name that no man with any chance of success will go there, unless it be for something very good.

"He has mentioned in previous letters that the Education Department was very unpopular in Oxford. Several men have returned, I believe, highly dissatisfied with it from Bombay; and I may add that this feeling is not entirely confined to the Bombay Presidency.

"It is useless to deny that the Education Department demands quite as much culture and talent as the Civil Service. In fact, I believe, the present men in the higher ranks of the Department will bear a very favourable comparison in point of University distinctions with any year of the Civilians since the opening of the Service; and as it is very evident that the standard for the latter gradually declines, the comparison, as years run on, does not become less *favourable*. *I can point to the Calcutta University B.A. Examination* as a clear proof of the necessity for highly educated men as Principals and Professors in our Government Colleges. In Oxford we require for a Pass in moderations (which corresponds to our first Public Examination here, each being passed two years after matriculation), the four Gospels in Greek, and one Greek and one Latin author, one a poet, the other an orator, (e.g., Demosthenes de corona, and Virgil's Eclogues and Georgics). There is a paper of Grammatical questions, an exercise in Latin prose, and a paper on Logic. For the B.A. the student must pass in two Schools, one of which must be *Literae Humaniores*. Here the Pass required the four Gospels and Acts, Sacred History, thirty-nine Articles, and one Philo-

sopher and one Historian (Greek or Latin), besides a general knowledge of Ancient History.

"In the second School it may be six Books of Euclid or Algebra, or English History to Henry VII, in Hume and Lingard with some Blackstone, or Natural Science.

"Now it is really out of the question to compare these Examinations with the first and second Examinations of the Calcutta University, the former involving five totally distinct subjects and ten papers, the latter six subjects and twelve papers. I have always maintained that a Calcutta pass B.A. Degree represents a third class in an Oxford Honor Examination.

"Besides the B.A. Examination we must not forget that reading for an M.A. Degree is gradually becoming general with our better Students.

"The only drawback to our Students doing well in the Civil Service Examination is their ignorance of Latin and Greek.

"If these should be taught in our Colleges, I am confident that we shall see Bengalee Students standing high in the C. S. Examination. Even as it is I expect that in a year or two we shall see a Bengalee pass high enough to be eligible for Bengal.

"To prevent misunderstanding I beg to add that I by no means wish for a moment to imply that a Calcutta B.A. is as well educated as a B.A. of Cambridge or Oxford. But this difference is rather caused by the social training which the Under-graduates receive from one another; this is nearly, if not entirely, absent in Calcutta. But I am only wishing to compare the respective Book knowledge of each, that culture which lectures can convey and which the Education Department requires its Members to possess.

"Now such men are not likely to come out to India on Rupees 400 a month, and especially when, under any circumstances, many of these men will have already chosen the Civil Service. The social position of the Civil Service and the Attractions of power and political usefulness will always tempt the more aspiring minds into the Civil Service; and under no circumstances can the Education Department compete with it on equal terms; but if it only offers (as to most who enter it, it certainly does appear to offer) only a bare subsistence, with the slenderest prospects of any future promotion, I do not think we need wonder that men with trained intellects prefer to struggle (if there is to be a struggle) at Home within reach of the sympathy of their friends."

6. It may, I think, be assumed that it is the wish of Government to maintain the Educational Service in this country in unimpaired

efficiency. The establishment and maintenance of the Government Colleges, and still more the foundation of the University of Calcutta, with the avowed object of encouraging emulation and marking and honoring successful study, afford convincing proof that the Government are determined to make effectual provision for securing a high standard of liberal education as well as the knowledge and training that fit men for employment in the various active professions of life. These objects cannot be secured without the aid of highly cultivated instructors, and I believe His Honor will be satisfied from the statements advanced above that such persons are not to be obtained by the inducements at present offered.

7. Under these circumstances it has become necessary to adopt measures for improving the position and prospects of the Members of the Educational Service in the higher ranks, and I accordingly submit, for the sanction of Government, a scheme which has been carefully framed with the view of accomplishing this important purpose.

8. After much consideration I have adopted the principle of the excellent plan recently sanctioned for regulating the constitution of the Financial Department of the Government of India. In accordance with this principle I propose that the officers of the Education Department, drawing salaries of Rupees 500 a month and upwards, shall be divided into four classes as follows:—

CLASS I.—Salary Rupees 1,250 a month, rising to Rupees 1,500 a month, by an increase of Rupees 50 a month after the first year of service, and Rupees 100 a month after each of the next two years of service in the Class, consisting of—

The Principal, Presidency College.

The First Inspector of Schools.

CLASS II.—Salary Rupees 1,000 a month, rising to Rupees 1,250 a month, by a yearly increase of Rupees 50 a month after the first year of service, and Rupees 100 a month after each of the next two years of service in the class, consisting of—

Two Principals of Mofussil Colleges.

Two Professors of the Presidency College (including the Civil Engineering Department).

Two Inspectors of Schools.

CLASS III.—Salary Rupees 750 a month, rising to Rupees 1,000 a month, by an increase of Rupees 50 a month after each of the first two years of service, and Rupees 75 after each of the next two years of service in the Class, consisting of—

The remaining Principals of Mofussil Colleges

.. 3

The remaining Professors of the Presidency College, (including Engineering Department)	.. 5
The remaining Inspectors of Schools	.. 2

CLASS IV.—Salary Rupees 500 a month, rising to Rupees 750 a month, by an increase of Rupees 50 a month after each year of service in the Class, consisting of—

Professors in Mofussil Colleges	.. 4
Assistant Professors in Presidency College and Mudrissa	.. 5

In the above classification I have not included the two Professors of Law, nor the Professors of the Medical College. The latter belong to a service of their own, and the former are Barristers and are allowed to practise.

9. If this organization is carried out the upper ranks of the Educational Service will at present be composed as follows:—

CLASS I	Maximum	Minimum
2 Officers, at Rs. 15,000 to Rupees 18,000 a year	36,000	30,000
CLASS II		
6 Officers, at Rs. 12,000 to Rs. 15,000 a year	90,000	72,000
CLASS III		
10 Officers, at Rs. 9,000 to Rs. 12,000 a year	1,20,000	90,000
CLASS IV		
9 Officers, at Rs. 6,000 to Rs. 9,000 a year	81,000	54,000
Total Rupees	3,27,000	2,46,000

10. The salaries heretofore fixed for the Officers included in this classification amount in the aggregate to Rupees 19,000 a month. Under the proposed organization they will amount to Rupees 20,400 a month as the minimum and Rupees 26,950 a month as the maximum. And supposing each incumbent at once to receive the increase to which he would be entitled, reckoned from the date at which he obtained the minimum salary of his class, I calculate that the effect of the revised scale will be to re-raise the aggregate salaries from Rupees 19,000 to Rupees 21,300 a month during the next financial year commencing on the 1st May.

11. The four classes above defined include all officers drawing Rupees 500 a month and upwards, for whom sanctioned (addition to class IV, I would further recommend the entertainment of two) appointments are now available; but as an unattached Super-

numeraries on the same footing as the other Officers of that Class, in order to make due provision for temporary and unforeseen vacancies. Without an arrangement of this sort it will generally be necessary either to appoint men of inferior qualifications, or else to leave vacancies unfilled, often for considerable periods of time. Out of the twenty-seven appointments assigned to Officers of the four classes it may safely be assumed that on an average two at least will always be temporarily or permanently vacant; but, under any circumstances, whether there are actual vacancies or not, abundant employment can always be found for two extra Officers.

12. There is one other point to which I think it right to draw His Honor's attention. In the extract from Mr. Clark's letter, which is quoted above, he will have observed that allusion is made to the question of rank. The disadvantage at which the Educational Service is placed in that respect is stated to be one of the reasons which deter University men possessing suitable qualifications from accepting educational appointments in India.

There is no doubt whatever that this is the case, and that the men who have of late years joined the Department, more especially since the opening of the Civil Service, have keenly felt the inferiority of their social position as compared with that of their School and College contemporaries in the regular services. It seems to me both just and expedient that this grievance should, as far as possible, be remedied. The concession I advocate would certainly in another respect be attended with beneficial results to the interests of the Public Service. It is well known how strongly the Natives of India are influenced by considerations of personal status and dignity and I am convinced that nothing would tend more to increase the just weight and authority of Educational Officers, more especially of those engaged in the work of inspection, than the concession to them of such official rank as would entitle them to hold a proper position amongst the Civil Officers of the Districts in which they are employed. I am aware that the measure is surrounded with certain practical difficulties, but these difficulties will be much diminished by the adoption of the present scheme for the reorganization of the Department in its upper ranks. The question is one of more practical importance than would at first sight appear, and the efficiency of the Department will be directly advanced by a satisfactory solution of it.

13. I append an important letter on the subject of the present proposal addressed to me by Mr. Sutcliffe, the Principal of the Presidency College.

ANNEXURE TO THE ENCLOSURE IN DOCUMENT 4

Mr. J. Sutcliffe, Professor, Presidency College, Calcutta favours the revised scale of salaries for the Education Department, drawn up by the Director of Public Instruction, Bengal.

FROM J. Sutcliffe, Esquire, M.A., Professor of the Presidency College, to W. S. Atkinson, Esquire, M.A., Director of Public Instruction dated the 29th February 1864.

My Dear Atkinson,

I am glad to have an opportunity of saying a word in favour of the revised scale of salaries for the Education Department which you have recently drawn up. To men in the Department the necessity for some such revision has been apparent for several years, but the necessity presses still more strongly now, and it is hardly going too far to assert that the standard of our education in Bengal must begin to decline unless we receive a reinforcement of competent Professors from Home. That we require men of considerable culture in our class rooms, a mere inspection of the examination papers set by the University will be sufficient evidence. We have, moreover, had practical experience of the danger of endeavouring to recruit the Officers of the Department from men whose merits have not been tested by the University Examinations at Home. I am far from saying that we should look *only* to the Universities for a supply of Officers in the Department, but that we must do so *mainly*, I am thoroughly convinced, if we wish to maintain the character for efficiency which has been reached in Bengal. The Civil Service Examination naturally attracts all those members of University who have a disposition to come to India, not only on account of the high social position which its members enjoy, but also on account of the prospective certainty of an ample income to compensate for the drawbacks to an Indian career. The Education Department presents neither of these attractions, and it is not a matter of surprise that no one should be inclined to join it. It is very evident, however, that the competition for the Civil Service is less active than when the system was first established. Not only has there been a decline in the range of subjects which examinees take up, but the standard by which men pass in individual subjects must be lower than formerly. For instance, I notice in the last list of successful men the name of one of our own College Students. Now I have no hesitation in saying that the Presidency College sends out every year a dozen Students who would stand higher in any general examination than the young gentleman I allude to; so that it by no means follows that our ranks should be recruited from the list of those who offer themselves for

the Civil Service Examination. My own belief is, that some very well qualified men would be induced to join the Education Department *in preference* if the salaries were placed on the footing you propose, because teaching would be to them a more congenial office than undertaking the active work of a Civilian's life in the Mofussil. There is evidence of this in the character of men who have joined the Colonial Universities as Professors. At the Sydney and Melbourne Universities the Professors receive £1,000 per annum with quarters, and they have also the privilege of undertaking private tuition as a consequence; we find that the best men Oxford and Cambridge can produce are candidates for these Professorships when there is a vacancy. Your scheme proposes a minimum salary of Rupees 500 with a graduated increase according to length of service in any particular grade. It therefore holds out a certain prospect of increase of pay to man who is found to be efficient. This is altogether wanting at present, and constitutes one of the main causes of dissatisfaction with the Education Department.

Mr. Stephenson lately joined the Presidency College direct from Cambridge, where he took high honors. A man more competent we could not desire, but he is, I believe, seriously thinking of returning to England in another year or two, not because he is dissatisfied with his present position as regards pay or work, but because he sees no certain prospects of becoming better off ten years hence than he is now. I hope therefore that your plan may be favorably viewed by Government, for I am convinced that upon the decision depends the maintenance of the Department on an efficient footing. There is another way of looking at this question. All that I have said above relates to the inducements to be offered to get competent men to join the Department, but the grounds for a revision of salaries are quite as strong in favour of existing officers as of their successors. When I suggested a short time ago that our Assistant Professors should in future receive Rupees 500 a month, I stated that this increased salary would merely place old incumbents in the same circumstances as when the College was established in 1855. Fixed salaries of this nature in Calcutta have depreciated to the extent of 30 to 40 per cent. during the last eight years, and the salaries of our Professors are now quite inadequate to support a married man. Before concluding this note I would just allude to the receipts of the Education Department in Bengal as compared with the other Presidencies. In a Madras Report, which you sent me the other day, I find that the collection of fees in the entire Presidency was only Rupees 9,000 per annum, whilst the expenditure was nearly six lakhs. We shall collect at the Presidency College alone during 1864 upwards of Rupees 40,000. I think therefore that Bengal not only occupies an

advanced position as regards the intellectual attainments of Native Students, but that it has made the greatest progress towards making high education self-supporting. That Collegiate Education can never be made wholly self-supporting is to expect what has never yet been accomplished in older and more civilized countries.

[Home — Edn A Progs, June 1864, No. 2.]

5

Minute by Hon'ble H. S. Maine, dated 12 May 1864, stressing the necessity of improving the pecuniary and social position of the Educational Service.

IF the Secretary of State recognizes the expediency of removing or mitigating the many disadvantages under which the Education Service is placed, but at the same time prefers one general scheme for all India to a number of local schemes, I think he is in a much better position for forming such a plan than we are. Most of the materials for a conclusion are in England not in India, for the point to be ascertained is what amount of encouragement is necessary to induce a certain class of young men in England to make the experiment of entering this Service. The Secretary of State, it will be remembered, has just informed us that the selection of Educational Officers for India must be left entirely in his hands.

I hesitate to decide between Mr. Howard's plan and Mr. Atkinson's. The former, no doubt, adds certainly to other inducements as a reason for enlisting in the Service, but we must not leave out of consideration Mr. Atkinson's statement that men occasionally come out whom it is worth paying to go Home again. Certainty can be no advantage here if it tends to keep such men in the country.

For my part, I see no objection having two or three local systems in operation at once. The class interested is, after all, but small, and we know too little of the motives which induce its members to come here or stay here, for us to be able to pronounce confidently whether this or that mode of dealing with it is the best. If one plan proves in practice more effectual than another, we can then generalize it.

I would, therefore, recommend Mr. Atkinson's scheme to the Secretary of State without prejudice to Mr. Howard's.

I am strongly impressed with the necessity of our improving both the pecuniary and the social position of the Educational Service. In

their present condition of unmitigated discontent, they are becoming almost a dangerous class. An order of Government servants at once underpaid and malcontent, and highly educated and cultivated, seems to me an element not to be lightly introduced into Indian Society. It is abundantly evident that the whole formalistic opposition to the Government in some parts of India has fallen into the hands of Educational Officers, and a most effective opposition it is.

That the members of the Educational Service are humiliated by their relative inferiority in rank to the Civil Service, I know to be a fact, nor do I think that Mr. Bayley's remark as to the two classes being distinguished by the different motives which bring them to India is well founded. Judging from my own experience, I should say that whether a young man at the Universities competes for the Civil Service or enters the Educational Service is more a matter of accident than anything else. The great cause which deters University men from the competition for the Civil Service is that they are practically obliged to choose between the competition and an University degree. The majority prefer the latter, and afterwards, either from finding the difficulties of getting on in life greater than they expected, or from a wish to marry, a certain number of this majority turn their attention again to an Indian career, which is now only open through the Educational, or, perhaps, the Financial Department. So far as the Universities are concerned, it cannot by any means be said that the men who join the Educational Department are in any way inferior in intellect or energy to those who enter the Civil Service. I would certainly move the Secretary of State to revise the relative rank of the two Services.

That University men, or, at all events, highly educated men are to be preferred to all others for the Educational Department, I have no sort of doubt, at least as regards Bengal. The only alternative to them is the certificated Schoolmaster Class, which has universally proved, I believe, a failure. Whatever be their defects, the Bengalees have just that sort of intellect which rapidly finds out a man who has been taught to teach by rule in a Normal School, and indeed their whole intellectual cast is such that a highly cultivated mind is necessary to deal with them and to win their respect.

(Signed) Henry S. Maine.

6

Minute by Sir John Lawrence dated 13 May 1864, preferring the proposal of the Director of Public Instruction, Bengal to that of the Director of Public Instruction, Bombay and expressing his willingness to accept the decision of the Members of the Executive Council in regard to any scheme which would place the Education Department on a sound and satisfactory footing.

I SHALL be glad if Sir Charles Trevelyan, with Mr. Maine and Mr. Grey, will decide on the best course to be pursued in order to place the Educational Department on a sound and satisfactory footing. I feel that I have not the time to do anything effective in the matter, but will concur in any scheme which my Colleagues may consider desirable.

I concur in much which Mr. Maine has said, but am inclined to think that the Educational Department will always be at a disadvantage compared with the Civil Service. We cannot afford to place the two Departments on an equal footing. I am, however, well disposed to improve the condition of the latter.²

I prefer, on the whole, Mr. Atkinson's proposal to that of Mr. Howard's. One of the great difficulties in the Educational Department is to secure the services of gentlemen who possess special qualifications for imparting knowledge. Many an able and highly educated man signally fails in this respect. But it is no use to keep such men in the Educational Department in India.

I also am inclined to think that it would be preferable to fix the salary of gentlemen when they first come out at Rupees 400 per mensem, and gradually improve their position, rather than to give them Rupees 500 at the commencement of their career, with lesser chances of promotion. It seems to me that the latter scheme possesses much advantage over the other plan.

Then, again, I think that while we make suitable arrangements, in order to induce well educated gentlemen to come to India, we should not forget the Officials who have been enlisted into the Educational Department in India.

(Signed) J. Lawrence.

[Home — Edn A Progs, June 1864, No. 4.]

7

Minute by Sir Charles Trevelyan dated 16 May 1864, preferring the proposal of the Director of Public Instruction, Bengal to that of the Director of Public Instruction, Bombay and emphasising the necessity of making the Educational Service more attractive.

ALTHOUGH I do not apprehend the serious consequences anticipated by Mr. Maine from the discontent of the Educational Officers, I agree that something must be done to make the inducements to enter the Educational Service, and the condition of those who have entered it, better suited to the present time.

I also agree that it is not at all necessary to have one scheme for the whole of India. On the contrary, I think it much better that plans should be proposed carefully adapted to the circumstances of the different Presidencies, and that each Local Government should learn from the success or failure of the others. It is very improbable that the best possible plan could be discovered at once, whereas, by trying several plans, we may, by degrees, eliminate the defects, and adopt the good points of all.

I prefer Mr. Atkinson's plan to Mr. Howard's. The former depends upon a mixed principle of promotion by merit from class to class, and increase of salary by length of service within each class. The defect of it appears to me to be that the annual accretion is too rapid and short. This may be remedied by diminishing the annual increments. Mr. Howard's plan is open to the grave objection that it gives predominant influence to the principle of mere seniority, by making the progressive periodical increase of salary continuous from the beginning to the end of service. This is especially inapplicable to the Educational Department, which in every country has more than the usual proportion of persons who have mistaken their profession.

I prefer Rupees 500 to Rupees 400 as the commencing salary. Persons who come out in this line are generally of an age which makes a sufficient income more than usually an object to them; and, by giving more at first, we may expect to get a better class of persons.

The considerations to which I adverted in reference to the selection of Chaplains apply, with increased force, to persons intended for the Educational Service. The appointments are at present dependent upon individual application; and the private channels through which any Public Officer can be approached are so few, compared with the whole number of eligible persons who might become candi-

dates, that the practical result is, that we get, not the best of those who are willing to come, but those who, for any reason, find it convenient to come. It is notorious, and to some extent is within my own knowledge, that the Educational Department in India gets the Waifs and Strays of the other professions, and that it is often adopted merely as a stepping-stone to other employments, in order to save the expense of passage, and to obtain a subsistence while waiting for something better. Until this is correct, we shall fail in the object for which we propose to give higher salaries. It will be merely throwing away money.

I am not arguing for a competitive examination of the ordinary kind. What I propose is that it should be made known at Home by public notification that any persons answering to certain conditions of age, health, attainment and character, are at liberty to become candidates; and that proper persons should be appointed to select the best of those who so apply. In general, *in this case*, the selection may be made with greater advantage by testimonials, by reference to known persons who know the applicants, and by conversing with the candidates than by an examination in Literary and scientific subjects; but it will be open to the persons charged with the selection to test the positive or relative qualifications of the candidates by actual examination. Since the multiplication of Proprietary and Collegiate Schools, Education has become *a great profession* in the United Kingdom; and if the Indian Education Department were thrown open in the manner proposed, numerous experienced candidates would be forthcoming, who have at present no access to the Secretary of State.

In the selection of persons for the Educational Department, *character* is, in some respects, of more importance than it is in reference to the administrative Civil Service, because the special duty of the Educational Officers is to form the character of the rising generation in India. This is a matter which no examination can test, yet every man's character is perfectly well known within a certain circle.

I hold so strong an opinion in regard to the selection of Educational Officers that, if the Council do not agree with me, I request that this note may be recorded and submitted to the Secretary of State.

The question of the Educational salaries is one of the cases in which there is an obvious advantage in taking no action in this country until we have the decision of the Secretary of State.

(Signed) C. E. Trevelyan.

[Home — Edn A Progs, June 1864, No. 5.]

8

Minute by Hon'ble W. Grey dated 17 May 1864, approving the proposal of the Director of Public Instruction, Bengal and Stressing the need for improving the emoluments and position of the Educational Service.

I CERTAINLY prefer the Bengal proposal to the one which comes from Bombay.

I think there can be no doubt that the emoluments and position of the Education Service should be improved. I agree with Sir Charles Trevelyan in preferring Rupees 500 to Rupees 400 a month as the lowest salary for gentlemen who are appointed from England to the Education Service — or rather for gentlemen who are appointed to those offices in the Education Department which are enumerated for Bengal in the present reference, and which are ordinarily filled by persons appointed from England. (Occasionally a fit candidate for such offices may be met with in India, as was, I think, the case of Mr. Grapel).³

I can see no objection to urging on the Secretary of State the expediency of inviting candidates for the Education Service in India in the most effective manner possible.

I hope that the scheme recommended to the Secretary of State for Bengal will include the Lieutenant-Governor's recommendation for the gradual increase of the Director's salary to Rupees 2,500.

(Signed) W. Grey.

[Home — Edn A Progs, June 1864, No. 6.]

9

Minute by Hon'ble H. S. Maine dated 22 May 1864, favouring an improved principle of selection and emphasising the necessity of appointing highly cultivated European officers for conducting higher education.

I WISH to add to my first Minute a few words, suggested by some remarks of Sir Charles Trevelyan. I need scarcely state that I am heartily in favour of an improved principle of selection, but I cannot say that the particular plan proposed by my Hon'ble Colleague strikes

me as an improvement. *It would only augment, I imagine, that "certificated School-master" Class, which, in Bengal at all events, is acknowledged to have entirely failed, or, at most, could add to that class a certain number of Ushers from private Schools.*

It seems to have escaped Sir Charles Trevelyan's observation that the Educational Officers whose case is in question are not persons intended to instruct in mere elementary knowledge, but Professors, Assistant Professors and Inspectors. The elements of learning are best taught by educated Natives, who can now be supplied in large numbers; but at the Officers above who are to superintend them, and those who are to conduct the higher education should not only be Europeans but the most highly cultivated Europeans whom we can procure for our money. It should be borne in mind that when a Native — a Bengalee at all events — goes beyond that mere smattering of English which qualifies him for a Clerkship in a public Office or Merchant's Counting-house, he has a much closer affinity in some respects with the best educated Englishman than with Teachers and certificated School-masters. His Literary tastes and his literary abilities are usually much beyond his positive acquirements, and for any body who cannot sympathize with or appreciate the first, he entertains (I am informed) the most profound contempt. I still think that the Universities present the best field of selection, not because I attach any overweening importance to the education they give, but because, as a matter of fact, the men whom we want are generally to be found there. The only "proprietary and Collegiate Schools" which, so far as I know, have succeeded in England are Schools whose teaching has been subsidiary to the Universities; they send their best pupils to them and take their best Teachers from them.

As to the mode of the selection, I have never entertained a doubt; and have often wondered why it was not more frequently resorted to, the more so that it has been once or twice, to my knowledge, adopted by English Ministers with great success, and that too under circumstances where success was scarcely probable. If the Secretary of State, who we feel sure cares only that this patronage should be well bestowed, would only put himself into communication with the Head or Tutors of any well ordered College at Oxford or Cambridge, I feel satisfied that he would never be without eligible candidates for Educational posts and Chaplaincies. In the course of a few years an experienced College Officer has seen pass before him every variety of knowledge, taste, accomplishment, physical and moral energy, and it must be seldom that he cannot nominate several persons willing to go to India, and fit for the work.

Of course, I say this on the assumption that some or most of the suggestions for improving the position of the Educational Depart-

ment contained in these papers will be carried out. If nothing is done, the same result may possibly follow which followed Mr. Cowell's enquiries at Oxford, though perhaps, Christ Church was not, under any circumstances, the best College to begin with.

I should add that my experience of Education in India is confined to Bengal; but concerning Education in that Province, I have learned a good deal through my connection with the University of Calcutta.

I am strongly in favor of Rupees 500 as the commencing salary.

(Signed) Henry S. Maine.

[Home — Edn A Progs, June 1864, No. 7.]

10

The Government of India recommend for the sanction of the Secretary of State, the proposal of the Director of Public Instruction, Bengal for improving the status of the Education Department.

No. 13 of 1864

HOME DEPARTMENT

Education

Simla, the 3rd June 1864.

TO The Right Hon'ble Sir Charles Wood, Bart., G.C.B., Secretary of State for India.

Sir,

We have the honor to forward, for your consideration, the papers noted in the margin, relative to a proposal made by the Director of Public Instruction, in Bengal, and supported by the Lieutenant-Governor, for improving the status of the Educational Department in that Province.

2. You will see by the Minutes noted in the margin, which we also forward, that Mr. Atkinson's scheme generally commends itself to us. We therefore beg to submit it for your favorable consideration.

Letter from Junior Secretary to Government of Bengal, No. 1460, dated 23rd March 1864, and enclosure.

Minute by Mr. Maine, dated 12th May.

Do by the Governor General, dated 13th May.

Do by Sir Charles Trevelyan, dated 16th May.

Do by Mr. Grey, dated 17th May.

Do by Mr. Maine, dated 22nd May.

3. *The increased expenditure which it will involve will not be*

* The maximum increase large;* and as the Lieutenant-Governor has over present expenditure shown that the receipts of the Educational would be Rupees 7,950 per Department in Bengal from fees have recent- mensem, the minimum ly largely increased and are still increasing, Rupees 2,300. they may suitably be supplemented by the moderate increase of expenditure now asked.

4. As regards the salary, however, payable to gentlemen on first entering the department, we prefer that it should remain at 400 Rupees as at present, with an increase to 500 Rupees on passing such departmental examination in the vernacular languages as may from time to time be prescribed by the Local Government.

5. We agree with the Director of Public Instruction in thinking it highly expedient to elevate the social status of gentlemen in the Educational Department. The subject, however, has already engaged our attention, and we propose to address you regarding it in connection with the general question of official rank.

We have, & ca.

[Despatch (Educational) to the Secretary of State for India, 3 June 1864, No. 13.]

11

The Secretary of State concurs in the views of the Government of India and sanctions the scheme of salaries for the Education Department in Bengal authorising the Government of India to work out the details, subject to the reservation that the minimum salary on which gentlemen from England shall be appointed to the Department shall be Rs. 500/- per mensem.

Educational
No. 27.

India Office, London.
9th December 1864.

TO His Excellency The Right Honourable the Governor General of India in Council.

Sir,

I have considered in Council your letter dated 3rd June (No. 13) 1864 and, entirely concurring in the opinion that it is highly desirable to improve the status of the Officers of the Educational Service in

India, I sanction the scheme of salaries submitted by you for the Educational Department in Bengal, and authorize you to carry it out in the manner that may seem to you expedient, subject to the reservation that the minimum salary on which gentlemen from England shall be appointed to the Department shall be Rs. 500 per mensem. I am of opinion that, while those in the service ought always to have the preference, if duly qualified, in filling vacancies, it must be understood that no person in any particular grade would, of right, succeed to anything beyond the highest salary of that grade.

2. I shall be prepared to give my best consideration to any recommendations which you may submit to me with reference to the social position of the officers of the Educational Department throughout India.

I have the honour to be,
Sir,

Your most obedient humble servant,
C. Wood.

[Despatch (Educational) from the Secretary
of State for India, 9th December 1864, No. 27.]

12

The Government of India communicate to the Bengal Government the approval of the Secretary of State in respect of their proposal for improving the status of the Education Department, subject to a certain reservation.

FROM E. C. Bayley, Esquire, Secretary to the Government of India, to the Hon'ble A. Eden, Secretary to the Government of Bengal, — No. 1673, dated the 22nd February 1865.

I am directed to acquaint you that the scheme submitted with your communication No. 1460 of the 23rd March 1864, for improving the status of the Educational Department in Bengal, has been approved generally by the Secretary of State; authority being given to this Government to carry it out in the manner that may seem most expedient, "subject to the reservation that the minimum salary on which gentlemen from England shall be appointed to the Department shall be Rupees 500 per mensem."

2. The Secretary of State has added his opinion that "while those in the Service ought always to have the preference, if duly qualified,

in filling vacancies, it must be understood that no person in any particular grade would of right succeed to any thing beyond the highest salary of that grade."

3. In view to the obtainment of specific sanction in the Financial Department to the revision proposed, I am directed to request that a Tabular Statement may be submitted in the usual form, showing the details of the proposed scheme and the financial effect thereof.

4. On this point I am to observe that there would appear to be some error in the figures given in the 10th paragraph of Mr. Atkinson's letter which forms an enclosure of your communication under acknowledgment; the minimum and maximum amounts of monthly cost therein* shown being inconsistent with the amounts † deducible from the figures given in paragraph 9 of the same letter.

		Per annum	Per mensem	
		Rs.	Rs.	
*Minimum	20,400			
Maximum	20,950			
†Minimum	2,46,000	20,500		
Maximum	3,27,000	27,250		

[Home — Edn A Progs, February 1865, No. 27.]

13

The Government of Bengal recommend for the sanction of the Government of India the scheme drawn up by the Director of Public Instruction showing the classification and salaries of the officers of the Education Department.

FROM the Hon'ble A. Eden, Secretary to the Government of Bengal, to E. C. Bayley, Esquire, Secretary to the Government of India, — No. 3401, dated the 11th May 1865.

With reference to your letter No. 1673, dated the 22nd February last, I am directed to forward copies of the letters noted on the margin, with the recommendation of the Lieutenant-Governor that the classification and salaries of the Officers of the Education Department, as shown in the Tabular Statement submitted, may receive the sanction of His Excellency the Governor-General in Council.

2. In regard to the appeal made by Messrs. Atkinson and Woodrow I am to say that, while fully admitting the merits of the Director himself and of Mr. Woodrow, the Lieutenant-Governor is not prepared to advocate a departure from the scale which has so lately been

sanctioned, on His Honor's recommendation, by the Government of India.

No. 1824, dated Simla, the 26th June 1865.

To be returned	Edn. Prog. 3rd June 1864, Nos. 1 to 7. Edn. Despatch to Secretary of State, No. 13, dated 3rd June 1864. Edn. Despatch from Secretary of State, No. 27, dated 9th December 1864. Edn. Prog. 22nd February 1865, No. 27.	FORWARDED with the previous correspondence noted on the margin, to the Financial Department, for consideration and orders.
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Home Department,
 SIMLA
The 26th June, 1865

By Order,
 (Signed) A. M. Monteath,
 Under Secy. to the Government of India.

[Home — Edn A Progs, July 1865, No. 26.]

ENCLOSURE IN DOCUMENT 13

The Director of Public Instruction, Bengal submits a comprehensive proposal for the revision of salaries of the officers of the Education Department and encloses a tabular statement showing their classification and salaries.

FROM W. S. Atkinson, Esquire, Director of Public Instruction to the Secretary to the Government of Bengal,— No. 1205, dated the 18th March 1865.

Sir,

In compliance with the instructions conveyed to me in Mr. S. C. Bayley's letter No. 1774, dated 10th March,⁴ I have the honor to submit the Tabular Statement called for by the Government of India in the Home Department, shewing the classification and salaries of the Officers of the Educational Department in Bengal, drawing Rupees 500 per mensem and upwards, under the scheme which has now received the sanction of Her Majesty's Government in England.

2. In this Statement the first column of figures gives the present salaries of all Officers already provided for under the old scale, and the last column gives the present salaries of the same officers under the new scale, in accordance with the letter of the provisions contained in the scheme which has now received a general sanction. These salaries are calculated for the current month, and the amounts shewn are those presumed to be payable on the 1st April next.

3. I venture, however, respectfully, but earnestly to solicit that the provisions of the scheme which fix the scale of salary for the

Director of Public Instruction may receive some modification, and that in the individual case of Mr. Woodrow, the Senior Inspector of Schools, the provisions laid down for Class I may be specially relaxed.

4. Under the new Regulations Mr. Sutcliffe, who has been for the last ten years in receipt of Rupees 1,300 a month as Principal of the Presidency College, will at once obtain an increase of Rupees 200 a month and draw the highest salary allowed in Class I in consequence of having already enjoyed for more than three years a salary larger than the minimum salary assigned to officers of that Class. Now, Mr. Woodrow has always been considered the equal of Mr. Sutcliffe in point of rank and position in the Department, but having hitherto only drawn a salary of Rupees 1,200 a month, he will now, under the letter of the Regulations, be entitled to no more than the minimum salary of Class I, *viz*, Rupees 1,250. He will, therefore, only gain Rupees 50 a month during the next year, and three full years must elapse before he will reach the highest salary of his class and be put in the position which Mr. Sutcliffe will assume at once. Mr. Woodrow has been an Inspector of Schools for ten years, and for eight years has been the Senior Inspector, during which time his salary has never been increased. He has been, as his Honor is aware, one of the chief mainstays of the Education Department and an indefatigable and valuable servant of Government. Under these circumstances, I think, it will be no more than a suitable recognition of his just claims and a fair reward for his services to relax the letter of the Regulations in his favor, and to allow him at once the full salary of his Class, *viz*, Rupees 1,500 per mensem, so as to put him on the same footing with Mr. Sutcliffe. No inconvenient complication can result from this concession, for no other Officer of the Department has similar claims to consideration and no case of the kind can arise hereafter. I therefore earnestly solicit that the concession be granted.

5. I have more difficulty in urging a modification of the proposed provision for regulating the Director's salary. It is a question which *not only concerns the office I hold, but is necessarily personal also to myself*. I therefore approach it with considerable reluctance, and the more so because I am fully sensible of His Honour's consideration in suggesting and recommending an increase in the salary of the appointment, and am aware that it may appear an ungracious turn to shew any dissatisfaction with the arrangement proposed by him. I trust, however, that I shall be excused in pointing out some reasons for an alteration in the provision referred to, which, in fixing the maximum salary at Rupees 2,500 a month, and the minimum at Rupees 2,000, extends the time of reaching the maximum over the long period of *ten years*.

6. Referring to the arrangements for the four classes of Officers next to the Director, it will be seen that in the lowest grade, Class IV, the maximum is reached by an *annual increase* in five years, that in Class III it is similarly reached in four years, and that in Classes II and I it is reached in three years. The rate of increase in these classes was purposely made rapid, because it was felt that service in the Education Department could be only made sufficiently attractive to secure men of ability and high attainments by so fixing the conditions that salaries of fair amount can be attained early, while the time of service is calculated to extend over a shorter period than is ordinarily the case in the general branches of Government administration. Now, it certainly seems to me to be somewhat inconsistent with the general principle that has been adopted, that the rate of increase in the Director's salary should be both absolutely and relatively very much slower than the rates fixed for the subordinate grades. It is obvious that the maximum salary will be of very little value to the incumbent of the office unless it can be enjoyed for a reasonable period, and I think it may safely be assumed that, whatever may be the result in my own case, very few Directors will ever hold office long enough to reach the maximum salary under the proposed conditions, or if they reach it, will enjoy it long enough to derive any substantial benefit from the acquisition. On the other hand, I think, it is equally clear that the head of this and of every

* Rupees 2,500 a month was the salary originally fixed for the appointment in 1854, and was the amount drawn by my predecessor when the Department was in its infancy and the work of the Office bore no comparison to what it now is.

other Department should be put early in the receipt of allowances, which will enable him to maintain his position in a becoming manner, and to make adequate provision for his future needs after retiring from the service of Government. Experience has clearly proved to me that this cannot be done on the present pay of the appointment, and I do not think that any thing less than the maximum salary now proposed* is really sufficient under the existing conditions of Calcutta life.

7. Under these circumstances, I trust, it will not be considered too much to ask that the proposed Regulations for the Director's salary may be altered, so as to reduce the interval between the

† If no other change is made it probably would not be thought objectionable to alter this to "Rupees 50 a month after each year of service." In all the classes an *annual* increase is allowed.

minimum and the maximum from ten years to five. His Honor's proposal, as it stands, allows "an increase of Rupees 100 a month after every two years of approved service in the Office."† I beg, therefore, to suggest that this proposal may be modified, so as to fix the increase at Rupees 100 a month *after each year of service* in the office. I venture to think that the allowances of the Director so determined cannot be considered excessive, and

I am fortified in this opinion by the fact that, in the arrangements recently sanctioned for the Police Department in Bengal, the salary of the Inspector-General has been fixed at Rupees 2,500 a month from the first, while the Officers next below him in rank are allowed Rupees 1,500 a month, the same amount as has been fixed for the maximum salary of the Officers of Class I in the Education Department, a maximum which they are allowed to reach after three years of service in the class.

8. I earnestly trust that His Honor will be pleased to give a favorable consideration to these representations, and that he will recommend my present proposal for the sanction of the Supreme Government, or if this cannot be done that some other modification may be proposed which will have the effect of shortening the period of service for the maximum salary of the office, so that the incumbent may have a reasonable prospect of deriving substantial advantages from the increase which Her Majesty's Secretary of State has authorized.

9. If a change of this sort is approved, and the concession recommended in Mr. Woodrow's case is granted, corresponding alteration must, of course, be made in the Tabular Statement herewith submitted.

10. In addition to this Tabular Statement, I also submit a detailed Budget Estimate shewing the sums that will be required to meet the charges under the new arrangements during the official year 1865-66.

11. As regard the discrepancy in paragraph 10 of my former letter pointed out in the 4th paragraph of Mr. B. C. Bayley's letter of 22nd February last, I can only say that the monthly amounts there given are erroneous, and, that the minimum charge should have been entered as Rupees 20,500 and the maximum charge at Rupees 27,250. The error arose from an obvious blunder in my office, which ought not to have escaped detection. I request that the proper corrections may be made in the original letter.

P.S. I append in original letter from Mr. Woodrow on the subject of his own claims.

ANNEXURE (I) TO THE ENCLOSURE IN DOCUMENT 13
Classification and Salaries of Educational Officers

Classification	Names of Officers	Salary per Mensem.		Salary Per Mensem New Scale			Remarks
		Old Scale	Minimum	Maximum	Present		
1	2	3	4	5	6	7	
Director	W. S. Atkinson	Rs. 2,000	Rs. 2,000	Rs. 2,500	Rs. 2,200		
CLASS I							
Principal	J. Sutcliffe, Presidency College	1,300	1,250	1,500	1,500		
Inspector	H. Woodrow	1,200	1,250	1,500	1,250		
CLASS II							
Inspector	R. L. Martin	1,000	1,000	1,250	1,150		
Inspector	J. G. Medicott	900	1,000	1,250	1,000		
Principal	W. Brennard, Dacca	880	1,000	1,250	1,000		
Principal	R. Thwaytes, Hooghly	600	1,000	1,250	1,000		
Professor	E. Cowell, Presidency College	800	1,000	1,250	1,000		
Professor	J. Sanders, Presidency College	700	1,000	1,250	1,000		
CLASS III							
Inspector	S. W. Fallon	800	750	1,000	800	* Rupees 600 per mensem out of the assignment for a Principal is drawn by an Officer placed in charge of the College with the designation of Professor, see class IV.	
Inspector	W. Murray	700	750	1,000	750		
Principal	A. Smith, Kishnaghur	680	750	1,000	750		
Principal	R. Hand, Berhampore	680	750	1,000	750		
Principal	(Vacant)* Patna	680	750	1,000	....		

GRADED SERVICE IN BENGAL

1	2	3	4	5	6	7
Principal	H. H. Locke, <i>a</i> Arts School	700	750	1,000	750	<i>a</i> Sanctioned and appointed since the scheme was framed
Professor	H. F. Blanford, Presidency College	700	750	1,000	750	
Professor	W. Grapel, Presidency College	700	750	1,000	750	
Professor	S. Lobb, Presidency College (Engineering Department)	700	750	1,000	750	
Professor	J. W. Galwey, Presidency College (Engineering Department)	700	750	1,000	750	
Professor	(Vacant)% Presidency College	700	750	1,000	750	% The money is expended in temporary arrangements.
CLASS IV						
Professor	J. Graves, Hooghly	500	500	750	750	
Professor	C.W.V. Bradford, ** Hooghly	500	500	750	500	** Sanctioned since the scheme was framed.
Professor	G. Bellett, Dacca	500	500	750	500	
Professor	C. Martin, Dacca	500	500	750	500	
Professor	W. Masters, <i>aa</i> Kishnaghur	500	500	750	500	<i>aa</i> Sanctioned since the scheme was framed.
Professor	D. Carnduff, +Berhampore	500	500	750	500	+ Sanctioned since the scheme was framed.

1	2	3	4	5	6	7
Professor	J. K. Rogers, *** Patna	....	500	750	600	*** Mr. Rogers draws pay from the allowance sanctioned for a Principal. A
Asstt. Professor	P. Hordern, Presidency College	500	500	750	500	Principal must be appointed in January 1866, and another Professor on Rupees 500 in January 1867. The Staff will then be complete.
Asstt. Professor	J. S. Rees, Presidency College	500	500	750	550	
Asstt. Professor	E. A. Ives, Presidency College	500	500	750	550	
Asstt. Professor	C. A. Tawney, Presidency College.	500	500	750	500	
Asstt. Professor	J. M. Scott, Presidency College (Engineering Department)	500	500	750	500	
Asstt. Professor	W. J. Twentymann, Mudressa	500	500	750	550	
Supernumerary	(Vacant)**	....	500	750	....	** Included in the scheme
Supernumerary	(Vacant)**	....	500	750	....	
Officers, not yet sanctioned, to be added to this Class						
Additional Inspector	Bhoo Deb Mookerjee	400	500	750	500	Required January 1866.
Professor	Kishnaghur	....	500	750	....	
Professor	Berhampore	....	500	750	....	Required January 1866.
Professor	Patna	....	500	750	....	Required January 1867.

[Home — Edn A Progs, July 1865, No. 27]

ANNEXURE (II) TO THE ENCLOSURE IN DOCUMENT 13
Budget Estimate of charges for 1865-66 on account of Educational Officers included in the new Classification

Classification 1	2	Periods and Rates 3		Total for the year 4		5
Director	W. S. Atkinson	12 Months, at Rs. 2,200		Rs. 26,400		The amount already entered in the Budget Estimates for this expenditure are as follows:—
CLASS I Principal	J. Sutcliffe, Presidency College	12 Months, at Rs. 1,500		18,000		
Inspector	H. Woodrow	11 Months, at Rs. 1,250 1 Month at Rs. 1,300				In the Ordinary Budget... Rs. 2,71,440; in the Supplementary Budget... Rs. 45,120 Rs. 3,16,560
CLASS II Inspector	R. L. Martin	10 19/28 Months, at Rs. 1,150 1 9/28 Month, at Rs. 1,250		15,050		
Inspector	J. G. Medicott	11 Months, at Rs. 1,000 1 Month, at Rs. 1,050		13,932		
Principal	W. Brennand	11 Months, at Rs. 1,000 1 Month, at Rs. 1,050		12,050		
Principal	R. + Thwaytes	11 Months, at Rs. 1,000 1 Month at Rs. 1,050		12,050		
Professor	E. B. Cowell	11 Months, at Rs. 1,000 1 Month, at Rs. 1,050		12,050		
Professor	J. Sanders	11 Months. at Rs. 1,000 1 Month at, Rs. 1,050		12,050		
CLASS III Inspector	S. W. Fallon	6 18/31 Months, at Rs. 800 5 13/31 Months, at Rs. 850		9,871		
Inspector	W. Murray	11 Months, at Rs. 750 1 Month, at Rs. 800		9,050		

SELECTIONS FROM EDUCATIONAL RECORDS

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1	2	3	4	5
Principal	A. Smith	11 Months, at	Rs. 750	
Principal	R. Hand	1 Month, at	Rs. 800	9,050
Principal	Vacant (Patna)	11 Months, at	Rs. 750	
Principal	H. H. Locke	1 Month, at	Rs. 800	9,050
		3 Months, at	Rs. 750	2,250
Professor	H. F. Blanford	11 Months, at	Rs. 750	
Professor	W. Grapel	1 Month, at	Rs. 800	9,050
Professor	S. Lobb	11 Months, at	Rs. 750	
Professor	C. J. Galwey	1 Month, at	Rs. 800	9,050
Professor	(Vacant) Presidency College.	11 Months, at	Rs. 750	
		1 Month, at	Rs. 800	9,050
CLASS IV		12 Months, at	Rs. 750	9,000
Professor	J. Graves	12 Months, at	Rs. 750	
Professor	C. W. V. Bradford	10 11/28 Months at,	Rs. 500	9,000
Professor	G. Bellett	1 17/28 Months at	Rs. 550	6,080
		11 Months at	Rs. 500	
Professor	C. Martin	1 Month at	Rs. 550	6,050
		11 Months at	Rs. 500	
Professor	W. Masters	1 Month at	Rs. 550	6,050
		4 1/31 Months at	Rs. 500	
		7 30/31 Months at	Rs. 550	6,398

1	2	3	4	5
Professor	D. Carnduff	11 6/31 Months at Rs. 500		
Professor	J. K. Rogers	0 25/31 Month at Rs. 550	6,040	
Assistant Professor	J. S. Rees	3 22/31 Months at Rs. 600		
Assistant Professor	P. Hordern	8 9/31 Months at Rs. 650	7,614	
Assistant Professor	E. R. Ives	10 1/2 Months at Rs. 550		
Assistant Professor	C. A. Tawney	1 1/2 Months at Rs. 600	6,675	
Assistant Professor	J. M. Scott	10 1/2 Months at Rs. 550		
Assistant Professor	W. J. Twentymen	1 1/2 Months at Rs. 600	6,675	
Supernumerary	(Vacant)	9 14/31 Months at Rs. 550		
Supernumerary	(Vacant)	2 17/31 Months at Rs. 600	6,727	
CLASS IV		7 22/30 Months at Rs. 500		
Additional		4 8/30 Months at Rs. 550	6,213	
Additional Inspector	Bhoo Deb Mookerjee	12 Months at Rs. 500	6,000	
Professor	(Kishnaghur)	3 Months, at Rs. 500	1,500	
Professor	(Berhampore)	3 Months, at Rs. 500	1,500	
			<u>9,000</u>	
			3,16,669	
				Provided for in the aggregate amount entered in the Budget for the Vernacular Scheme.
				Provided for in the Supplementary Budget.
				Provided for in the Supplementary Budget.
				W. S. Atkinson.

14

Resolution of the Government of India concurring in the views of the Government of Bengal subject to certain modifications.

EXTRACT from the Proceedings of the Government of India, in the Financial Department, Simla, — No. 1212, under date the 13th July 1865.

READ endorsement of the Home Department, No. 1824, dated the 26th June 1865, forwarding, for consideration and orders, certain correspondence regarding the classification and salaries of the Officers of the Educational Department in Bengal.

RESOLUTION. Having regard to the advanced state of education in Bengal compared with other Provinces, and in order to secure competent Principals and Professors of Colleges and Inspectors of Schools, the Government of India, in a Despatch in the Home Department, No. 13, dated 3rd June 1864, recommended for the sanction of the Secretary of State for India a scheme of classified salaries for the Educational Department, Bengal.

2. It was proposed, among other recommendations, that the salary payable to gentlemen on first entering the Department "should remain at Rupees 400 as at present, with an increase to Rupees 500 on passing such departmental examination in the vernacular languages as may, from time to time, be prescribed by the Local Government."

3. The Secretary of State, in a Despatch dated 9th December 1864, approved generally of the scheme proposed, but on the understanding that "the minimum salary on which gentlemen from England shall be appointed to the Department shall be Rupees 500 per mensem."

4. In compliance with a call for giving effect to the scheme in the most expedient way, the Government of Bengal has submitted a Tabular Statement showing the details of the scheme and its financial effect.

5. In this Statement it is proposed by the Local Government to incorporate in the arrangement several new appointments created since the scheme was originally framed, viz:—

	Present salary Rupees
1. Principal, Arts School	700
2. Additional (2nd) Professor, Hooghly College	500
3. Professor for Krishnaghur College	500
4. Professor for Berhampore College	500

6. The first appointment is a special one, and can hardly be said to belong to the general educational service for which high University attainments are necessary. It cannot, therefore, be included in the present scheme.

7. The second may stand.

8. The third and fourth appointments having been sanctioned by the Government of India for one year only, it will be time enough, at the close of that period, to determine, if they are continued, whether they shall be allowed the benefit of the progressive increase of salary allowed for appointments in the classified list.

9. Four other appointments,* "not yet sanctioned, are also proposed to be added to the classified list; but this proposition can be considered only when sanction to their creation is applied for.

* Additional Inspector, Professor, Krishnaghur College
 „ Behrampore College
 „ Patna College.

10. The existing Professorship in the Patna College, on Rupees 400 per mensem, must also be excluded as being beyond the scope of the original proposal which had in view the classification only of salaries amounting to Rupees 500 and upwards.

11. With the foregoing modifications of the scale submitted by the Government of Bengal, and one other to be presently stated, the Governor General in Council, concurring in the views of that Government regarding the rate of annual increase to the Director of Public Instruction, and the commencing salary of Mr. Woodrow under the new scheme, is pleased to sanction the following classification of the Officers in the Educational Department, Bengal, with effect from 1st July: (See table on page 62.)

12. From this list the salary recommended by the Government of Bengal for the Officer, on Rupees 500 monthly, in the Madrissa College, has been omitted. He was entered in the 4th Class of the scheme, and styled an Assistant Professor; but as it appears from the correspondence referred to in Financial Resolution No. 3077, dated the 10th July 1863, that the appointment so designated is that of Head Master in the Anglo-Persian Department, and that an addition of Rupees 100 to his previous salary of Rupees 400 was sanction-

ed "for his additional duties as teacher of a higher class in English than the University Entrance or Senior School Class;" and as no Officer below the grade of Assistant Professor can be included in the classified list, the Head Master of the Madrissa has been necessarily omitted. It is open, however, to the Government of Bengal to submit this Officer's case for separate consideration.

13. On the introduction of scale now sanctioned, every Officer will count service in his class, towards the annual increase, from the date on which he commenced drawing a salary within the limits of the class in which he has been placed, and his present salary will be fixed with reference to his past service in the class, thus reckoned, as if the scale had been in force at the time he obtained a salary within the limits of his class. Every other Officer, whose salary has been less than the minimum of the class in which he is now placed, will get an immediate increase from that salary to the minimum salary of the class to which he belongs.

ORDERED, that a copy of the foregoing Resolution be sent to the Home Department* and to the Accountant General, Bengal.

* Original papers returned, copies being kept.

(True Extract)

(Signed) E. H. Lushington,

Secretary to the Government of
India,
Financial Department

No. 525A, dated Simla, the 27th July 1865.

COPY Forwarded to the Government of Bengal with reference to Mr. Secretary Eden's letter No. 3401, dated the 11th May.

By Order,

(Signed) E. C. Bayley

Secretary to the Government of India,
Financial Department

[Home — Edn A Progs, July 1865, No. 28.]

GRADED SERVICE IN BENGAL

Class	Officers	Present salary per mensem, including house- rent where drawn.	Salaries under the new scheme.		Rate of increase per annum.
			Rs.	Rs.	
Class I	Director	2,000	2,000	2,500	Rising to maximum in ten years by an annual increase of Rs. 50.
	Principal, Presidency College	1,300	1,250	1,500	Rising to the maximum in three years —
	First Inspector (Mr. Woodrow)	1,200	1,250	1,500	1st Year Rupees 50.
					2nd year Rupees 100.
Class II	Inspector	1,000	1,000	1,250	3rd year Rupees 100.
					Rising to the maximum in three years as above.
	Inspector	900	1,000	1,250	
	Principal, Dacca College	880	1,000	1,250	
Class III	Principal, Hooghly College	600	1,000	1,250	
	Professor (Mr. Cowell) Presy. College	800	1,000	1,250	
	" (Mr. Sanders) "	700	1,000	1,250	
	Inspector	800	750	1,000	Rising to the maximum in four years—
	Inspector	700	750	1,000	1st year Rupees 50.
	Principal, Krishnagar College	680	750	1,000	2nd year Rupees 50.
	" Berhampore "	680	750	1,000	3rd year Rupees 75.
	" Patna "	680	750	1,000	4th year Rupees 75
	Professor (Mr. Blandford) Presy. College	700	750	1,000	

SELECTIONS FROM EDUCATIONAL RECORDS

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Class	IV	Professor	(Mr. Grapel) Preseg. College	700	750	1,000	Rising to the maximum in five years by increase of Rs. 50 for each year.
		"	(Mr. Lobb)	700	750	1,000	
		"	(Mr. Galway)	700	750	1,000	
		"	(vacant)	700	750	1,000	
		Professor	(Mr. Graves) Hooghly College	500	500	750	
		"	(Mr. Bradford)	500	500	750	
		"	(Mr. Bellett) Dacca College	500	500	750	
		"	(Mr. Martin)	500	500	750	
		Asstt. Professor, Presy. College		500	500	750	
		"	"	500	500	750	
		"	"	500	500	750	
		"	"	500	500	750	
		"	"	500	500	750	
		Supernumerary Asstt. Professor, Presy. College		Nil	500	750	Vacant at present.
		Ditto	ditto	"	500	750	"
Total				20,920	23,500	31,250	

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The Government of India forward a copy of their Resolution to the Secretary of State, informing him of the manner in which the scheme of classified salaries for officers of the Education Department in Bengal is to be implemented.

FINANCIAL DEPARTMENT

No. 119 of 1865

TO The Right Hon'ble Sir Charles Wood, Bart., M.P., Secretary of State for India,

Dated Simla, the 14th July 1865.

Sir,

With reference to your Educational Despatch No. 27 dated the 9th December 1864, sanctioning generally the scheme of salaries submitted by us for the Educational Department in Bengal, we have the

* No. 1212 dated
13th July 1865.

honor to forward a copy of a Resolution* passed in this Department with a view to give effect to that scheme in all its details.

We have & ca.

[Despatch (Financial) to the Secretary of State for India, 14th July 1865, No. 119.]

16

The Government of India forward to the Bengal Government a copy of the Secretary of State's Despatch, signifying the approval of Her Majesty's Government to the mode in which they have given effect to the scheme.

EXTRACT from the Proceedings of the Government of India, in the Financial Department, — No. 3627, under date the 23rd December 1865.

READ the following Despatch:—

From the Right Honourable Sir Charles Wood, Bart, G.C.B., Secretary of State for India, to His Excellency the Right Honourable

the Governor General of India in Council, — No. 253, dated India Office, London, the 8th November 1865.

I have considered in Council your Financial letter dated the 14th of July last, No. 119, on the subject of the salaries to be granted to Officers of the Educational Department in Bengal; and I have to signify to you the approval of Her Majesty's Government of the mode in which you have given effect to the scheme previously sanctioned.

ORDER.—Ordered that, with reference to Financial Resolution No. 1212, dated 13th July 1865, a copy of the above Despatch be sent to the Home Department for information, and for communication to the Government of Bengal.

(True Extract.)

(Signed) E. H. Lushington,
Secretary to the Government of India,
Financial Department.

No. 423, dated the 12th January 1866.

COPY forwarded to the Government of Bengal, in continuation of endorsement No. 525A, dated 27th July 1865.

By Order,
(Signed) A. M. Monteath,
Under Secretary to the Government of India

[Home — Edn A Progs, January 1866, No. 7.]

NOTES

- 1 See pp. 364-393 in J. A. Richey (ed.) *Selections From Educational Records* Part II.
- 2 Read "former" for "latter".
- 3 See *West-Bengal State Archives, General (Edn.) Department Progs*, No. 45 of 7 June 1855, appointing W. Grapel as a Professor of the English language and literature in the Presidency College, Calcutta.
- 4 See *ibid.*, No. 14 of 10 March 1865, asking the Director of Public Instruction to explain the discrepancy in the figures pointed out.

SECTION III

SIR ALEXANDER GRANT'S PROPOSALS FOR A NEW
RECRUITMENT METHOD TO FILL VACANCIES IN THE
EDUCATION DEPARTMENTS.

[*Documents 17-21*]

The Government of Bombay recommend to the Government of India for the sanction of Her Majesty's Government the scheme of the Director of Public Instruction in regard to the appointment of European Officers of the Education Department in the Presidency.

FROM C. Gonne, Esquire, Secretary to the Government of Bombay, to E. C. Bayley, Esquire, Secretary to the Government of India, — No. 29, dated the 11th November 1865.

I have the honour, by direction of His Excellency the Governor in Council, to transmit copy of a letter from Sir A. Grant, Bart., No. 999 of the 17th October last, submitting his views as to the mode in which the European Officers of the Educational Department in this Presidency should be appointed.

2. It will be observed that Sir A. Grant suggests that all such appointments should be placed in the hands of Her Majesty's Civil Service Commissioners, to be awarded by them after such competition as their experience may recommend.

3. In this suggestion, and in the reasoning on which it is founded, His Excellency in Council entirely concurs; and I am desired to request that you will move the Government of India to recommend it for the sanction of Her Majesty's Government.

BOMBAY CASTLE,
11th November, 1865.

I have the honor to be,
Sir,
Your most obedient servant
C. Gonne
Secretary to the Government.

[Home — Edn. A Progs, December 1865, No. 15.]

ENCLOSURE IN DOCUMENT 17

The Director of Public Instruction, Bombay, submits a scheme for selecting individuals in England for appointments in the Education Department in the Presidency, and emphasises the need of transferring from the Secretary of State to the Civil Service Commissioners in England the power of appointing Educational Officers.

FROM Sir A. Grant, Director of Public Instruction, to C. Gonne, Esquire, Secretary to the Government of Bombay,—No. 999, dated Poona, the 17th October 1865.

I beg to draw the attention of Government to the important question of the mode in which the European Officers of the Department should be appointed.

2. At present, when a vacancy occurs, the Bombay Government either directly appoints some person in this country who may chance to be eligible and available, or else it applies to the Secretary of State to send out some one from England.

3. As might be expected, the appointments made directly in this country have turned out much more successful than those made at Home. The reason is obvious, namely, that when a man is appointed to the Educational Service by the Local Government, he has been, generally speaking, tried in some other capacity in this country, and is actually selected on account of a fair presumption of his fitness.

4. There is one exception to the general success of local appointments, and that is when persons below the rank of gentlemen¹ have been placed over Mofussil High Schools. I trust that such appointments may never again be sanctioned, because we now see from experience that they are productive of unhappiness to the persons appointed, and are a source of weakness to the Department.

5. As society is at present constituted, it is clear that Government cannot look to filling the Educational Service by recruits obtained in this country. We must have a supply of learned men from Europe; I say emphatically learned men, because, to the great benefit of the country, high education has really begun to be established in Western India. The Natives have shown themselves quite capable of receiving and appreciating Collegiate instruction; and if we can only keep a nucleus of Western learning in our Colleges, light will be rapidly diffused over the country. We require learned Professors to form a standard in each branch of study, to act as University Examiners, to influence (to some extent) Anglo-Indian Society, and to communicate an intellectual impulse to the people of the country.

6. Learned Professors, then, I consider the chief want of this Department; and secondly, we want High School Masters, who should be gentlemen of University education. We look to this class of persons to qualify themselves, by acquirement of the Native languages, for ultimately becoming Educational Inspectors. Professors should be severally devoted to a speciality; they should keep up with the advance of European science and thought, and they should

not be troubled to learn Vernacular languages, which, in their Professorial capacity, would be useless to them. They will thus never be qualified to serve as Inspectors. But, on the other hand, the extension of the Grant-in-aid system² implies and demands an efficient Staff of European Inspectors, and for these I would look to the class of High School Masters.

7. Besides the three classes of Professors, High School Masters and Educational Inspectors we require no European Officers for this Service; and the above classes are extremely limited in number. Our Educational Directory shows that, exclusively of the Medical Professors (who stand on a different footing), there are at present only 20 superior appointments in the Department, the posts, namely, of one Director, four Inspectors, eight Professors, and seven High School Masters. It is true that the List of Professors requires to be increased; but even then the number of appointments will remain so small and definite, that the Government might well afford to make them attractive to European scholars.

8. It is not my object at present to advert to the payment of Educational Officers. I believe that this subject has already been brought before the Right Hon'ble the Secretary of State,³ and I assume that a tolerable career in the Indian Educational Service will be opened; I only wish to make some humble suggestions on the mode of their appointment.

9. It appears to me that the appointments to this Presidency made at Home have (with some few exceptions) been unsuccessful,—*1st*, because the Service has not been considered attractive; and *2ndly* because vacancies, when they have occurred, have not been sufficiently made known in the seats of learning. I think that had the appointments, even at their present scale of payment, been advertised in the European Universities, applicants of a higher calibre than the persons actually appointed would have come forward.

10. I would now venture to suggest that appointments to the Educational Service in this Presidency should be placed in the hands of Her Majesty's Civil Service Commissioners, to be awarded by them after such competition as their experience may recommend.

11. There are, as above said, two classes of Officers to be selected;—*1st*, Professors who require special learning; *2nd*, High School Masters, who require general cultivation and ability. For both classes a University degree should be considered an indispensable requisite. With this one proviso, I would make both kinds of appointments open to competition to all who could bring Certificates of health and character.

12. There would be no objection, I think, to making all such appointments annual, and in connection with the Indian Civil Service, (by) competition. Vacancies should be notified to the India Office six months beforehand, in order to give full time for advertising them and inviting competition. Applicants for the Educational Service would, of course, be excluded by age from competing for the Indian Civil Service. They would be University Graduates, and their marks would be computed separately.

13. In the case of a High School-mastership being vacant, there would be no objection to the employment of exactly the same machinery as that used for the Civil Service appointments. Each candidate might be allowed to select his own subjects of examination. The object would be, as in the case of the Civil Service, to secure general education and ability.

14. When a Professorship had to be filled up, the object would be to secure proficiency in a special subject, and that would naturally be effected by limiting the competition to the particular branch of learning required. The Indian Civil Service Examinations afford the means of testing acquirements in every kind of Academic study.

15. Persons selected on this system for Educational appointments, would of course, sail for India immediately.

16. I trust, sir, that the importance of the subject may justify me in having offered these suggestions. The Educational Department of this Presidency appears to me most rich in promise of a beneficial influence on the country. And the one great difficulty we have to deal with is a want of organized method in obtaining for it efficient officers.

POONA

Office of the Director of Public Instruction,
17th October 1865.

I have the honor to be &c.,
(Signed) A. Grant.
Director of Public Instruction.

[Home — Edn. A Progs, December 1865, No. 16.]

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The Government of India inform the Bombay Government of their decision to forward for the consideration of the Secretary of State the proposal of the Director of Public Instruction, Bombay, in regard to the appointment of European Officers of the Education Department.

FROM E. C. Bayley, Esquire, Secretary to the Government of India, to C. Gonne, Esquire, Secretary to the Government of Bombay,—No. 5118, dated the 14th December 1865.

I am directed to acknowledge the receipt of your letter No. 29, dated the 11th ultimo, and to state that Sir Alexander Grant's suggestion, as to the mode in which the European Officers of the Educational Department should be appointed, will be submitted for the consideration and orders of the Secretary of State.

[Home — Edn. A Progs, December 1865, No. 17.]

19

The Government of India forward for the consideration of the Secretary of State the proposal of the Director of Public Instruction, Bombay as to the mode in which European Officers of the Education Department should be appointed.

TO The Right Hon'ble Sir Charles Wood, Bart., G.C.B., Secretary of State for India,—No. 22, dated Fort William, the 14th December 1865.

Sir,

We have the honor to transmit a copy of a communication from the Government of Bombay and of the letter, No. 29, dated 11th November 1865, therein referred to from Sir Alexander Grant, the Director of Public Instruction in that Presidency, submitting his views as to the mode in which the European Officers of the Educational Department should be appointed.

2. The Government of Bombay, you will observe, express their concurrence in Sir Alexander Grant's suggestion and in the reasoning on which it is founded.

3. In transmitting these papers to you, we would ask you to take Sir Alexander Grant's proposal into consideration in connection with the suggestions on the same subject made in the Minutes of our Hon'ble Colleague Mr. Maine, which were transmitted to you with our Despatch in this Department, No. 13, dated 3rd June 1864. We entirely agree in the opinion expressed by Mr. Maine in his Minute of the 22nd May 1864, that, if Educational Officers were selected from University men after they had taken their degree (whatever were the mode of selection), a very good class of men might be induced to come out for service in India.

We have the honor to be,

Sir,

Your most obedient, humble servants,

(Signed) John Lawrence/W. R. Mansfield/H. S. Maine/
W. Grey/G. N. Taylor/W. N. Massey/H. M. Durand.

[Despatch (Educational) to the Secretary of State
for India, 14 December 1865, No. 22.]

20

The Secretary of State invites the attention of the Government of India to his despatch addressed to the Government of Bombay expressing his inability to accept the proposal of the Director of Public Instruction, Bombay, and states that with a very few exceptions appointments to the Educational Service are made by selection from among graduates of Universities in the United Kingdom.

Educational No. 4

India Office, London
12th February 1866.

TO His Excellency, the Right Honourable, the Governor General of India in Council.

Sir,

I have considered in Council your letter dated 14th December (No. 22) 1865, on the subject of certain suggestions offered by the Director of Public Instruction at Bombay, as to the mode of selecting individuals in this country for educational appointments in

the Bombay Presidency, and I enclose for your information, a copy of the despatch* which I have addressed to the Government of Bombay on the subject.

2. With regard to the observations in the third paragraph of your letter, I have to remark that the course suggested by Mr. Maine in the minute, to which you draw my attention, has practically been followed almost invariably in the selection of individuals in this country for service in the Educational Department in the several Presidencies of India, though there is : in the OC/the cases having been very few and exceptional in which persons have received appointments who were not graduates of one or other of the Universities of the United Kingdom.

I have the honour to be,

Sir,

Your most obedient humble Servant,

C. Wood.

[Despatch (Educational) from the Secretary of State for India, 12 February 1866, No. 4.]

ENCLOSURE IN DOCUMENT 20

The Secretary of State for India informs the Government of Bombay of his unwillingness to accept the proposal of the Director of Public Instruction regarding appointment of European Officers to the Educational Service in the Presidency.

EDUCATIONAL DESPATCH TO BOMBAY

No. 3, dated 12th February 1866.

I have considered in Council your letter, dated 28th November (No. 8) 1865,⁴ forwarding certain suggestions by the Director of Public Instruction as to the mode of selecting individuals in this country for appointment to the Educational Service in your Presidency.

2. I am of opinion that the plan proposed by Sir Alexander Grant would not be attended with any public advantage, and I am not prepared to take any step which would divest the Secretary of State for India of the responsibility which now devolves upon him in regard to the filling up of the class of appointments in question.

[Selections from Despatches addressed to the several Governments in India, by the Secretary of State in Council, between the 1st January and 31st December 1866, London, 1867, pp. 270-71.]

21

The Government of India forward for the information of Local Governments and Administrations a copy of the form of letter which the Secretary of State will henceforth address to persons appointed in England to the Educational Establishments in India in place of the Covenants they were required to execute previously.

No. 1101, dated the 3rd February 1866.

READ again the 5th paragraph of the Secretary of State's Educational Despatch No. 12, dated the 8th December 1865,⁵ and the Form of letter of appointment therein referred to :—

Para. 5. — "I transmit for your information a Form of letter which will henceforth be addressed to persons appointed in this country to the Educational Establishments in India in place of the Covenants⁶ which they were before required to execute."

India Office, London,

—18—

Sir,

Sir Charles Wood having been pleased to appoint you to the Educational Service in _____, I am directed by the Secretary of State for India in Council to acquaint you that the following are the terms and conditions on which your appointment has been made, and that, on signifying in writing your acceptance of them the sum of £150, being the amount allowed for outfit and passage, will be payable to you. Your salary, at the rate of Rupees _____ per mensem, is to commence from the date of reporting your arrival at _____ to the Government of _____

You will, on receiving the sum of £150, provide yourself with a passage to _____, and proceed thither within the period required by the Secretary of State. You will submit yourself, on arrival at _____ to all the orders of the Government of _____ and of the properly authorized Officer or Officers under whom you shall from time to time be placed by the said Government, and will abide by and obey all the rules prescribed for the time being for the regulation of the uncovenanted Service of the said Government.

You will devote your whole time to the duties of the service, and not absent yourself from your duties without having first obtained permission from the Government or its authorized Officers, or except in case of sickness or accident certified by competent medical testimony. You will be eligible for promotion to the higher classes of the Educational Service as vacancies occur, but such promotion will not be actually accorded, nor any increase of salary granted to you, till you shall have passed the ordinary examination in one of the Vernacular languages of the Presidency, in case the same shall be required by the Local Government.

In case you should wish to leave the service of Government within a period of five years from the time of entering your public duties, you will, unless you obtain the previous consent of Government, give six months' notice of your intention and will refund the amount of the allowance made to you for passage and outfit.

It will be in the power of the Government at any time to dispense with your services, on giving six months' notice of their intention; and in the event of misconduct on your part, or of any breach by you of the conditions above specified, it shall be competent for the Local Government to discharge you from their service without notice.

In the event of your being compelled by ill health, certified to the satisfaction of Government, to quit the service of Government within the period of five years, or in the event of Government dispensing with your services within that period on other grounds than those of misconduct or breach of engagement, the Government will provide you with a passage back to England at the public expense.

I am, Sir, Your Obedient Servant,

ORDERED that copies of the foregoing document be sent to the Govern-
 To Government of Bengal, in continuation of en- ments and Administra-
 dorsement No. 818, dated 24th January 1866. tions noted on the mar-
 To Government of Fort St. George. gin for information.
 " Bombay.
 " North-Western Provinces.
 " Punjab.
 To Chief Commissioner of Oudh.
 " Central Provinces.
 " British Burmah.
 To Commissioner of Mysore.
 To Resident at Hyderabad.

APPENDIX

SECTION III ITEM NO. 155A

EAST INDIA (COVENANTED CIVIL SERVICE).

RETURN to an Address of the Honorable The House of Commons,
dated 24 June 1861; — *for*,

“COPY Of the COVENANTS entered into by Members of the EAST
INDIA CIVIL SERVICE with the Government, and the Amount of
FEES and STAMP payable on entering into it.”

HENRY DEEDES,
Asstt. Secretary in the Public Dept.

INDIA OFFICE,
5 July, 1861.

COVENANT.

THIS INDENTURE made the day of in
the year of our Lord One thousand eight hundred and
Between of the one part, and
the Secretary of State for India in Council, of the other part.

WHEREAS the said Secretary of State in Council, at the request
of the said and
Recital of the terms on which the party enters in upon his agreement to enter into the
to the service. covenants herein contained and on his part
to be observed, performed, and kept, has appointed and admitted
him to serve Her Majesty as a member of the Civil Service of India,
at and to belong to the Presidency of in the East
Indies, and so rise to such higher rank, and to have and enjoy such
salary, compensation, and emoluments for his services, as he shall be
entitled to, according to his rank, office, and station, and the regula-
tions of the said service, and the orders of the Secretary of State in
Council, and of the Governor in Council of the said Presidency, from
time to time to be in force generally with reference to the rank, office,
or station which the said may serve in,
or especially with reference to the services of the said

such service to continue during the pleasure of Her Majesty, Her
heirs and successors, to be signified under the hand of the Secretary

of State for India, but with liberty for the said

He Covenants : to resign the said service, with the previous leave and permission of the Secretary of State in Council, or of the Governor in Council of the said Presidency. Now

THIS INDENTURE WITNESSETH, and the said for himself, his heirs, executors, and administrators, doth hereby covenant, promise, and agree with and to the said Secretary of State in Council in manner and form following, that is to say :

(First.) That he the said

at all times during which he shall be employed in the service hereinbefore mentioned, shall and will faithfully, honestly, and diligently, to the best of his skill and judgment do, order, transact and perform all such matters, things, businesses, affairs and concerns as shall be lawfully committed to his charge, and which as a faithful, honest, and diligent servant he ought to do, order, transact and perform in execution of any trust or duty which shall be reposed in or committed to him, by or on the part of the Secretary of State in Council, or of the Government in India, or in execution of the duty of the rank, office or station to which he shall be from time to time appointed, or in which he shall act.

(Second.) That he the said

shall and will observe, perform, and obey all such general rules and regulations of the Secretary of State in Council, and of the said service, as shall be in force, in relation to all matters, things, businesses, affairs and concerns to be committed to his charge, or to be done, ordered, transacted or performed by him, or to any rank, office, or station in which he shall act; and shall and will observe and obey all such orders specially relating to himself or his conduct, as he shall receive from the Secretary of State in Council, or the Governor in Council of the said Presidency, or any person or persons who shall have lawful authority to command him, and whose orders he the said ought to obey.

(Third) That he the said

shall and will regularly, duly, truly, and justly keep, or cause to be kept, all such accounts touching his dealings and transactions for and on behalf of the Government of India, and respecting all such matters, things, businesses, affairs and concerns as he shall be engaged

in as a member of the Civil Service of India, as ought to be kept or caused to be kept by him; and that he shall and will, in due and proper manner, safely and securely preserve and keep, or cause to be preserved and kept, all such books, papers, muniments, records and documents whatsoever, and all such goods, chattels, treasure, money, securities and effects as shall be committed to his charge, or as it shall be his duty to preserve and keep, at any time, in the course of his service, and shall not, nor will, wilfully obliterate, raze, cancel, spoil, damage, injure or waste, nor permit to be obliterated, razed, cancelled, spoiled, damaged, injured or wasted, any books, papers, muniments, records, documents, goods, chattels, treasure, money, securities or effects belonging to Her Majesty, or in the custody of any person or persons on account of the Government, and shall and will, according to his duty, deliver and pay, or cause to be delivered and paid over all such books, papers, muniments, records, documents, goods, chattels, treasure, money, securities, and effects, as shall, at any time, be in his custody or power, in the course of his said service, to any person or persons to whom he ought to deliver or pay the same, and to none others : And also that, on demand made by or on behalf of the Secretary of State in Council, or of the Governor in Council of the said Presidency, the said

, his executors and administrators, shall and will deliver to the Secretary of State in Council, or the Governor in Council, or such person or persons as shall be authorized to demand the same on their behalf, all books, papers, and writings whatsoever, in which there shall be any entry or memorandum whatsoever, touching any of the affairs or concerns of the Government, or any matter, thing, business, affair, or concern in which the said

shall have been engaged as a servant in the Civil Service of India; such delivery to be made without obliteration or concealment of any part of the books, papers, or writings to be delivered up, and notwithstanding that they may not be the property of Her Majesty, or that there may be any entry or entries, memorandum or memorandums, relating to the affairs of the said

or any other person or persons, or any other reason whatsoever.

(Fourth.) That he the said

To pay all he may owe to the Queen, for the service of the Government of India. his executors and administrators, shall and will, upon demand, pay or cause to be paid, to the Secretary of State in Council, or to the Governor in Council of the said Presidency, or their agents lawfully authorized to receive the same, all such debt and debts, sum and sums of money, as he shall at any time owe, or which he, or his executors or administrators, ought to pay to Her Majesty for the service of the Government of India.

(Fifth.) PROVIDED that no settlement of account to be depending and between the said

and any branch of the Government of India, and no settlement of any account of the said

Proviso, that accounts settled abroad may either be deemed open, or may be considered as closed, with liberty for the Secretary of State in Council to surcharge and falsify.

to be raised in the course of his service, shall be binding or conclusive upon or against the orders of the Secretary of State in Council, and that the Secretary of State

in Council shall be at liberty to treat and consider all such accounts, although they may have been settled by the Governor in Council of the said Presidency, or by any agent or other person on the part of the Government in India, not acting under the immediate orders for that particular purpose of the Secretary of State in Council, as open accounts, to be vouched, supported, and proved by the said

his executors or administrators, or to treat them as settled accounts, conclusive upon the said

his executors and administrators; but with liberty for the Secretary of State in Council to surcharge and falsify the same.

(Sixth.) That he the said

shall not nor will, at any time during his said service, make use of or apply the money, effects, credits, goods, chattels, or stock of the Government, or which he may have in his custody or power in the course

of his said service, for his own purposes, or for the use or purpose of any other person or persons, save and except of Her Majesty, for the service of the Government of India, and for such uses and purposes for which he ought to use and apply them in the course of his said service, save and except such furniture, goods and chattels as he may be justly entitled to the use of for his own proper accommodation.

(Seventh.) That he the said

shall not nor will divulge, disclose, or make known any matter relating to the

Not to divulge secrets. affairs or concerns of the Government in India, or relating to any matter or thing in which he may act or be concerned, or which may come to his knowledge in the course of his said service, which may require secrecy, and which ought to be kept secret (save and except as his duty may require), unless he shall be authorised or required to disclose and make known the same by the Secretary of State in Council, or the Governor in Council of the said Presidency, or some other person or persons having competent authority for that purpose.

(Eighth.) That he the said

Not to accept corrupt presents, or make corrupt bargains. shall not nor will, at any time, directly or indirectly, ask, demand, accept or receive any sum of money, or security for money, or other valuable thing or service whatsoever, or any promise or engagement by way of present, gift or gratuity from any person or persons, with whom or on whose behalf he the said on the part of the Government of India, or in the course of his official duty in the said service, shall have any dealings or transactions, business or concern whatsoever, or from any person or persons from whom, by law, or any orders or regulations of the Secretary of State in Council, or of any of the branches of the Government in India he is or shall be restrained from demanding or receiving any sum of money or other valuable thing as a gift or present, or under colour thereof.

(Ninth.) That he the said

Not to trade contrary to Law or regulations. shall not nor will, by himself or in partnership with any other person or persons, or by the agency of any other person or persons, either as principal, factor, or agent, directly or indirectly engage, carry on, or be concerned in any trade, bank, dealings or transactions whatsoever, contrary to law, or contrary to any lawful order or regulation relating generally to the service in which he may be engaged from time to time, or relating specially to him the said

(Tenth.) That in case the said

To make satisfaction to natives or foreigners and to native states, for oppressions, wrongs, and offences. shall be guilty of any violence, oppression, or wrong to any person or persons, not being an European-born subject or European-born subjects of Her Majesty, her heirs or successors, or shall commit any offence against any king, government, state, or nation whomsoever, or shall be charged with any such violence, oppression, wrong, or offence, then and in such case the said shall and will submit himself therein, in all things, to the decision of the Secretary of State in Council, or of the Governor in Council of the said Presidency, if they or either of them shall see fit to interfere therein; and that he the said his executors or administrators, shall and will pay and make good all such sum and sums of money, and do and perform all such acts, matters, and things whatsoever, as a reparation of the injuries which he shall have occasioned, or the offence he shall have given, as he shall be required by any such decision to pay, make good, do, or perform; and on failure thereof, it shall be lawful to and for the Secre-

tary of State in Council, or the Governor in Council of the said Presidency (as the case may be), to pay, or cause the same to be paid, made good, done, and performed; and thereupon the said

his executors or administrators, shall and will reimburse to the Secretary of State in Council, or the Governor in Council of the said Presidency, and accordingly pay to any person or persons authorised to receive the same, all such sum and sums of money as shall be so paid, and all costs, charges, and expenses which may be incurred thereby.

(Eleventh.) That he the said

shall not nor will at any time return to Europe, nor remove from, quit, or leave the said Presidency of
Not to quit India without leave and to satisfy all debts to the natives and foreigners before departure.
 without the permission and leave of the Governor in Council of the said Presidency, in writing for that purpose first had and obtained; and that previously to any such return or removal, he the said

shall and will pay, satisfy, and perform all such debts, sums of money, duties and engagements, as he shall owe or be liable to perform to Her Majesty, her heirs or successors, or to the Government of India, or any branch or department of the same, or to any person or persons not being an European-born subject or European-born subjects of Her Majesty, her heirs or successors, or for or in respect of any injury or offence he may have done or committed as hereinbefore mentioned; and that in case any breach of this covenant, he the said

shall and will pay unto the Secretary of State in Council, or to the Governor in Council of the said Presidency, or to some person authorised on their behalf to receive the same, for damages in respect of the breach thereof, such sum of money as he shall have owed, and which he shall have omitted to pay as hereinbefore mentioned, or such sum of money as shall be equal to the damage actually sustained by any person or persons by breach or non-performance of any duty or engagement which, under the covenant hereinbefore contained, he ought to have satisfied or performed before such return or removal, to the end that the Secretary of State in Council, or the Governor in Council, if they shall see fit, may pay over such damages, or cause the same to be paid, to the creditor or creditors, or injured party or parties, for his, her, or their own benefit; or if they shall see fit, may apply the same to any other purpose, or keep the same for the use of Her Majesty for the service of the Government of India.

(Lastly.) That he the said

shall and will forthwith, upon his arrival
 To become a subscriber at the said Presidency of ,
 to the Civil Fund and the Annuity Fund.
 become a subscriber to the two several
 funds there, the one called the Civil Fund, and the other called the
 Annuity Fund, and shall and will from time to time, so long as he
 shall continue in the said service, conform to all the rules and regu-
 lations which shall be in force in relation to such two funds respec-
 tively, and shall and will pay such subscriptions as, under such rules
 and regulations, shall from time to time become due or payable by
 him the said
 or at the option of the said Secretary of State in Council, or of the
 Governor in Council of the said Presidency, allow the amount of such
 subscription to be deducted out of any money due or payable by the
 Government to him the said

IN WITNESS whereof the said
 and being two members of the Council
 of India, have hereunto set their hands and seals the day and year
 above written.

Signed, sealed, and delivered by the above-named }
 in the presence of }
 Signed, sealed, and delivered by }
 being two Members of the Council of India, in }
 the presence of }

(endorsement.)

I acknowledge to have read the within covenant before I executed
 the same.

BOND

KNOW ALL MEN by these presents, that We,
 are, and each of us, is held and firmly bound unto the Secre-
 tary of State for India in Council, in the sum of

pounds of lawful money of the United Kingdom of Great
 Britain and Ireland, to be paid to the said Secretary of State
 in Council, or his attorney or agent, for the use of Her Majesty
 for the service of the Government of India, for which pay-
 ment well and truly to be made we bind ourselves and each

of us, and our and each of our heirs, executors, and administrators. Sealed with our seals, dated the day of
in the year of our Lord one thousand eight
hundred and

WHEREAS the above bounden hath been
appointed by Her Majesty to be
at the Presidency of
in the East Indies : Now the condition of the above-written obligation is such, that if the said
do and shall from time to time, and at all times hereafter during his continuance in the said office or service, faithfully, honestly, diligently, and carefully execute, perform, and discharge his duties in the said office or service. And Further, if the said
his heirs, executors, administrators, and assignees, and every of them, shall and do well and truly observe, perform, pay, fulfil, and keep all and every the conditions, covenants, payments, articles, and agreements contained and specified in certain indentures bearing even date with these presents, and made between the said Secretary of State for India in Council of the one Part, and the said
of the other part, which on the part and behalf of the said

his heirs, executors, administrators, and assignees, or any of them, are or ought to be observed, performed, paid, fulfilled, and kept, and that in all things according to the tenor, effect, and true meaning of the said indentures; then this obligation to be void and of none effect, or else to remain in full force and virtue.

Sealed and delivered (being first duly stamped) in the presence of

AMOUNT of FEES payable

	£.	\$	d.
The fee payable is	10	—	—
The stamps on original	2	5	—
The covenants being in triplicate, the stamps on 2d and 3d copies are 7s. 6d.	—	15	—
each Stamp on bond	1	5	—
Total	£ 15	5	—

[EAST INDIA (COVENANTED CIVIL SERVICE)]

[Parliamentary Papers (House of Commons)
No. 409 of 1867.]

NOTES

1. Reference is, perhaps, to the appointment of persons of doubtful integrity.
2. Assumption of sovereignty by the East India Company in 1765 devolved heavy responsibilities on the new Rulers. Assistance to schools for European and Anglo-Indian children given under the Charter Act of 3 September 1698 was stopped on the grounds of religious neutrality or political expediency. Nevertheless traditional oriental learning in Sanskrit and Arabic was encouraged by granting doles to the Calcutta Madrassa and Benares Sanskrit College established in 1781 and 1792 respectively. This pittance, however, satisfied neither the missionaries nor the English officials and consequently in 1813 a fixed sum of Rs. 1 lakh was set apart for educational activities in India. But this amount was not utilised until 1823 when it was placed at the disposal of the newly formed General Committee of Public Instruction. Though the sum spent on education was increased to 10 lakhs a year in 1833, no regular system of grant-in-aid was recommended until Charles Wood's despatch of 19 July 1854. Each Provincial Government accordingly framed its own grant-in-aid code, began to inspect and financially assist the private schools that came into existence. These grants were given according to the Fixed Period System, the Salary Grant System or on the basis of results.
3. See Document 10.
4. Forwards the Director of Public Instruction's letter No. 999 of 17 October 1865 for favourable consideration. Also published in the *Bombay Educational Department Volumes*, No. 2 of 1865.
5. Makes certain appointments in the Educational Department, Bengal, and forwards Form of letter for future appointments. See Appendix.
6. *Ibid.*

SECTION IV

SIR ALEXANDER GRANT'S PROPOSAL TO CREATE AN UPPER
EDUCATIONAL SERVICE IN THE BOMBAY PRESIDENCY BROADLY
COMPARABLE TO THE COVENANTED CIVIL SERVICE.

[*Documents 22-33*]

The Government of Bombay forward to the Government of India for consideration the proposal of the Director of Public Instruction for constituting a separate Covenanted Educational Service for that Presidency.

FROM W. Wedderburn Esquire, Acting Secretary to the Government of Bombay, to E. C. Bayley, Esquire, Secretary to the Government of India, — No. 4, dated the 31st January 1867.

I am directed to submit, for the favorable consideration of the Government of India, the accompanying copy of a correspondence relative to placing the higher appointments of the Educational Service of the Bombay Presidency on a new and better footing.

Letter No. 1552, dated 22nd October 1866, from the Director of Public Instruction.
 Letter No. 681, dated 11th December 1866, to the Director of Public Instruction.
 Letter No. 1975, dated the 7th January 1867, from the Director of Public Instruction.

2. It will be seen that to this end Sir A. Grant suggests that the higher appointments should be made to constitute a separate Covenanted Service with its own rules and conditions upon the analogy of the Ecclesiastical Establishment in this country.

3. His Excellency in Council concurs in the general scope of Sir A. Grant's proposals, and I am accordingly desired to request that you will be so good as to submit them to His Excellency the Governor General in Council for favorable consideration.

[Home — Edn. A Progs, March 1867, No. 24.]

ENCLOSURE (i) IN DOCUMENT 22

The Director of Public Instruction, Bombay, submits for the consideration of the Bombay Government a detailed scheme for the constitution of an Upper Educational Service with a view to placing the higher educational appointments in the Presidency on a better footing.

FROM Sir A. Grant, Bart., Director of Public Instruction, Bombay, to C. Gonne, Esquire, Secretary to the Government of Bombay, — No. 1552, dated Poonah, the 22nd October 1866.

I beg humbly to advert to the 36th paragraph of my Annual Report

On the other hand, it is equally clear that this Department will degenerate unless its higher appointments continue to be held by Europeans characterized by cultivation and learning. I would humbly call the attention of Government to the Directory of this Department, which is now annually prepared with great care, and which naturally suggests a division of the higher educational appointments from the main body of the Service. It is, I think, a question of great importance, well worth the consideration of Government, whether these few appointments (altogether less than 30 in number) might not be either amalgamated with, or else placed on an analogous footing with, the Covenanted Civil Service. There is only one point on which, as Director of Public Instruction, I should be inclined to feel uneasy about the future of the Department, and that is, the uncertainty which must attach, under the present system, to appointments of Educational Officers made by the Secretary of State. No general discussion on Indian affairs takes place in the British Parliament without some reference to the importance of the Educational operations carried on by Government in this country, and yet no steps whatever have been taken to secure for the Departments of Public Instruction, as for the Covenanted Civil Service, a supply of Officers fitly qualified. The number of Englishmen required for this Service is very small. Any person of superior qualifications who may be sent out has an almost boundless field of usefulness opened to him; and any incompetent person, on the other hand, is a dead weight and a drag upon the progress of the country. And yet, partly owing to the unattractive conditions offered, and partly owing to the want of any method in the selection of candidates for the Educational Service, we have no guarantee that a proper standard of men for Principals of Colleges, and Professors, and Educational Inspectors, and High School Masters will be kept up, and this must be a source of uneasiness to one to whom the Department is a care.

of the Department of Public Instruction in the Bombay Presidency for the year 1865-66, copy of which is given in the margin for ready reference, and respectfully to submit more detailed observations on the present standing of the Educational Service in this Presidency for the consideration of Government.

2. There is no doubt that dissatisfaction with their present position is felt by several of the superior Officers of this Department. A Meeting was recently held on the subject in Poonah, and it was proposed to submit a memorial to Government with reference to the Despatch of Her Majesty's Secretary of State, dated the 23rd December 1865, the terms of which were felt to disappoint expectations not unreasonably formed in the Despatch No. 205 of the 8th December 1865,¹ the terms of which were felt to disappoint expectations not unreasonably formed in the Despatch No. 205 of the 8th December 1862.² Before, however, of giving my sanction to a memorial of the kind, I have thought it best to address Government on the subject, as the question is much more one of the general future of this Department than of the feelings of present individual Officers, and as

considerations of policy could hardly be entered upon by even a small body of Memorialists.

3. The chief grounds for dissatisfaction at present felt by the higher Educational Officers of this Presidency appear to be as follows :—

(a) That of late the Covenant, which used formerly to be made with persons appointed by Her Majesty's Secretary of State to educational posts, has now been withdrawn. For this Covenant, a letter, conferring the appointment, has been substituted, in which the Government reserves to itself the right of dispensing, at six months' notice, with the services of the person appointed. It is obvious that this gives, in a very marked way, precarious appearance to the position of Educational Officers.

(b) That no pension whatever is secured to officers in the Educational Service. It is laid down, as a general rule, for the Educational, in common with the rest of the Uncovenanted Service, that all pension is to be considered given as a favor, and not as the satisfaction of a claim. This, again, is felt to be a precarious condition.

(c) That the only modes by which pension can be obtained by an Educational Officer are either that he shall complete 27 years' actual service in India, or else that he shall produce, at the end of 12 or 22 years' actual service, a Certificate of utter incapacity for further service in the country. These are, of course, extremely discouraging conditions to a young Englishman who might think of entering the Educational Service in this country. He naturally does not wish to give up all his prospects in Europe, without the hope of some little provision in the shape of a retiring pension, nor does he wish to bind himself to serve either for 27 years in India, or till his health is utterly broken.

(d) That in respect of Pension Rules the Educational Officers are in a much worse position than Her Majesty's Chaplains in India. A Chaplain, if his health renders his retirement necessary, can obtain a small pension after seven years' service, and a pension of greater amount after 10 years; and after 20 years' service, inclusive of three years' leave (that is, after 17 years' actual service) Chaplains can retire on their full pension without Medical Certificate. It is thought hard by superior Educational Officers, who are generally, and who ought always to be, persons of a higher University standing than the majority of Her Majesty's Chaplains, and whose duties are certainly more onerous and trying than those of Chaplains, that they should be so much worse off than the Ecclesiastical Service.

4. It is, I think, impossible to deny that, from the nature of the conditions above stated, the Educational Service in this Presidency is a very poor, precarious, and, in fact, miserable sphere, into which one can hardly dare to advise any young man of ability and cultivation to enter. At the same time I can perfectly understand that what has led to the present position of the Service is its undefined character in point of numbers. The Educational Service sprang up, as it were, fortuitously. It was gradually and silently extended; and when Her Majesty's Secretary of State came (in his Despatch of the 23rd December last) to deal with the question of the Pension Rules for the entire Service, I have little doubt that he would be rendered cautious by the indefinite numbers of appointments for which it might appear that he had to make the Regulations. In one point of that very Despatch of the 23rd December, the Secretary of State is, I humbly think, unnecessarily liberal for want of definition; for the Despatch appears to extend the benefits of early pension to all "Head Masters of Schools," which, if it be not further defined, would include all Head Masters of high, middle class, and primary Schools indiscriminately, — a body amounting in this Presidency alone to not less than 1,324 persons, almost all of whom might well be left to abide by the ordinary Uncovenanted Service Rules.

5. I would now beg humbly to point out to Government that, if the Educational Service in its present organization be examined, it will no longer be found to consist of an indefinite number of homogeneous appointments, suggesting the idea of a formidable number of claimants for advantages of pension and the like. Our Departmental Directory suggests a most natural division of the Service into two branches, one of which must be entirely filled by University graduates from Europe, except in the rare case where a Native scholar of exceptional merits may be thought worthy to hold one of the appointments. The other branch would be of wide extent, commencing with appointments analogous in pay and position to those of Deputy Collectors, and going down to small School-masterships of Rupees 11 per mensem. I may mention at once that, were such a division made, the upper branch of the Bombay Educational Service would consist at present of less than 30, and the lower branch of more than 2,000 appointments.

6. Our Departmental Directory,³ copy of which is herewith sent for reference, was not framed with a view of making the division now advocated; but as soon as the names of Officers and their salaries and qualifications had been set down in order, the principle of a division in the Department at once suggested itself. It will be seen that the Directory does not contain appointments below Rupees 30 per mensem; and that all appointments above Rupees 300 per mensem

have been entered as superior appointments. Several of these superior appointments are held by Officers of the Medical or Military Department, whose Pension Rules and other conditions of service are elsewhere provided for.⁴

7. I will now respectfully indicate the principle on which I would suggest that an Upper (or Covenanted) Educational service in the Bombay Presidency should be formed. The principle is this, that there are certain educational appointments of great importance, which, if they are properly filled, will ensure the efficient working of the whole of this large Department; and that the number of these appointments is so small that Government may well afford, without risk of any large expenditure of the public funds, to place them on a solid and attractive footing.

8. These important appointments I would specify as follows :—
1st, Head-masterships of Ist Grade High Schools; *2nd*, Educational Inspectorships; *3rd*, Professorships of different branches of literature and science; *4th*, Principalships of Government Colleges; and *5th*, the office of Director of Public Instruction.

9. At present the exact numerical List of Officers coming under the above heads stands as follows :—

(<i>1st</i>) — Head Masters of Ist Grade High Schools, (viz., Elphinstone, Poonah, Ahmedabad, and Belgaum High Schools)	4
(<i>2nd</i>) — Educational Inspectors, (Northern, Central and Southern Divisions, Scind, and one Assistant Inspector)	5
(<i>3rd</i>) — Professors (of English Literature, Mathematics, and Sanscrit in Elphinstone College; English Literature, Mathematics, and Sanscrit in Poonah College; two Professors of Law in the Government Law School)	8
(<i>4th</i>) — Principals of Government Colleges, (Elphinstone, Poonah, and Poonah Civil Engineering Colleges)	3
(<i>5th</i>) — Director of Public Instruction	1
	21

10. Looking forward to the wants of the future, I think it will certainly be necessary, within the next few years, to make some additions to this limited number, viz., one Professor of History, and one of Latin, must be given to Elphinstone College, and the same to Poonah College; and three Professors of different subjects must be assigned to the Poonah Civil Engineering College. Probably about five more Ist Grade High Schools will be required to the different parts of the Presidency. These additions are all that I can foresee as necessary, and they would amount to —

Professors	7
High School Masters	5
	12

thus raising the Upper or Covenanted Educational Service in this Presidency to a fixed total of 32 (Sic) Officers.

11. It would have seemed to me hardly necessary to say any thing on the great importance of properly filling the appointments above specified, except that the absence of all special regulations with regard to them, coupled with the unfavourable conditions actually attached to these appointments, seems to indicate that the attention of Government has never been drawn to the subject. I would therefore humbly submit the following considerations with regard to the different classes of appointments :—

(1st) — It has now become possible to raise the 1st Grade High Schools of this Presidency into Institutions worthy of their name, which would be characterized by a literary and classical spirit, and would exercise a humanizing influence on all the Native students admitted to them. Our Native University graduates form excellent assistant Masters in such Schools; but it is essential that the Head Master should be a European gentleman of high cultivation, who will give a tone to the entire school. Any one who knows the great intellectual quickness of Native boys, and the immense benefit they invariably derive from contact with a Teacher whom they feel to be superior, will acknowledge that the Head-Masterships of our 1st Grade High Schools should be filled by the best men that can be got from the Universities of Great Britain, and that the High Schools (as a rule) will never prosper until their Headmasterships are so filled.

(2nd) — It is not only for the sake of the High Schools that men of the kind indicated should be sent out as Head Masters, but also with a view to these same men being promoted in course of time to be Educational Inspectors. At present it is difficult to fill up vacancies in the Inspectorships. But there is no doubt that a University graduate from England, who had served some years as Head Master of a High School, and had learnt during that time the vernacular language of the district, would, in most cases, possess all the requisites for a good Educational Inspector; these requisites being a certain amount of literary culture, combined with activity of habits, administrative capacity, and sufficient social standing to deal on terms of equality with Collectors and Magistrates and other local Authorities.

(3rd) — On the learning of the Professors in the Colleges of the Presidency, the success of the Bombay University entirely depends, and how much depends on the success of the University? Little less than the regeneration of the mind of the people. When it is reflected that the Native University students furnish, or will ere long furnish, the School Teachers, the Pleaders, the Practitioners of European Medicine, the subordinate Revenue and Judicial Officers, the Overseers of Public Works, and, above all, the Newspaper Writers, who are constantly disseminating, wise or foolish, disaffected or loyal, criticisms on the acts of Government, it cannot but be felt that it is of the utmost importance that the fountain-head of all this stream of influence, namely, the Professors and Principals of Colleges should be as high and pure as possible. Without solid and special learning in the Professors, the University system of this Presidency must retain that level of frivolous superficiality which has hitherto been the disgrace of education in India. Without gravity and wisdom in the Professors there is no saying what subversive sentiments may become associated with European teaching. Already it has been said, and, I believe, truly, that one active-minded Teacher in this Presidency succeeded in leavening an entire generation of his pupils with the doctrines of Tom Paine,⁵ and the political principles which would now go by the name of Fenianism.⁶

12. If these matters are looked at with attention, I think it will be felt that there are grounds for considering the upper educational appointments in this Presidency no longer as places of little importance, to be placed on the same level with the mass of the Uncovenanted Service, to be dealt with neglectfully, to be given away to political retainers, or filled up at haphazard, but rather as being worthy of no less care than other Departments of the State. At present it may be said that the Government of Bombay has been far more fortunate than it could have had reason to expect in the men that have been obtained to fill these appointments. But how many are there of our higher Educational Officers, who (though admirably fulfilling their duties) are yet proud of their position, or would advise any friend in England to enter upon the same career? The real worth of appointments in India is becoming understood in England every day more clearly; and I should have no hesitation in predicting that, if the Educational Service of this Presidency is left on its present footing, it must degenerate instead of improving; and thus, for want of a little attention and liberality, really great opportunity will be lost.

13. I trust that my own feeling of the importance of the question will not be considered exaggerated, and that I shall be pardoned for plainly stating the grounds of my opinion. The practical measures, which, I would humbly suggest to Government, are as follows :—

(1st) — That an Upper Educational Service in the Bombay Presidency be formed, which should be open to Natives of distinguished merit, but which would, for a long time to come, be mostly filled by graduates of high standing from the European Universities.

(2nd) — That this be constituted a "Service" properly so called, with a Covenant of conditions, and regular Rules of advance in pay.

(3rd) — That this Service consist of Head Masters of Ist Grade High Schools, Educational Inspectors, Professors of Literature and Science, Principals of Colleges, and the Director of Public Instruction; with a maximum limit of 32 Officers to constitute the entire Service.

(4th) — That all other persons in educational appointments in the Presidency be considered as constituting the "Uncovenanted Educational Service," and remain on the footing of their present Rules.

(5th) — That every Officer of the Covenanted Educational Service commence with a salary of not less than Rupees 500 per mensem, and that he be entitled to an increase of Rupees 50 per mensem additional to his former pay, at the end of each year of actual service, with the following limitations :—

No High School Master to attain to a salary exceeding	Rs. 800 Per Mensem
No Professor to attain to a salary exceeding	Rs. 1200 Per Mensem
No Principal of a College to attain to a salary exceeding	Rs. 1500 „
No Educational Inspector to attain to a salary exceeding	Rs. 1500 „

The salary of the Director of Public Instruction to remain as at present (Rupees 2,500) per mensem without his being entitled to any increase.

(6th) — That the appointments, coming within the Covenanted Educational Service, be reserved, in the first place, for Officers of that Service; and that no one be appointed Principal of a College, Educational Inspector, or Director of Public Instruction

from outside the Service, unless Government is of opinion that there is no one in the Service qualified to hold the appointment.

(7th) — That a fixed retiring pension of £ 365 per annum be allowed, without the necessity of Medical Certificate, to Covenanted Educational Officers on their completion of 14 years' actual service in India, or of 15 years', inclusive of one year spent on furlough.

(8th) — That any such officer who may be declared by medical authority to have become absolutely incapable of further duty in India, before the completion of seven years' service, may receive a free passage Home; and a gratuity not exceeding one month's pay (at his last rate of salary) for each year that he has served.

(9th) — That any such Officer, on Medical Certificate of incapacity for further duty, may obtain, at the completion of seven years' service, a pension of £ 127-15 per annum, and at the completion of 10 years' service £ 173-7-6.

(10th) — That a furlough of six months at the end of seven years' service, and of one year at the end of ten years' service, or of 18 months at the end of ten years' service, if no previous furlough has been taken, be allowed to Officers of the Covenanted Educational Service. The furlough allowance to be at the rate of £ 400 per annum.

(11th) — That the ordinary Rules for sick leave and privilege leave now allowed to the general Uncovenanted Service be continued to the Covenanted Educational Service, with the *proviso*, now made, that Officers who are allowed School and College vacations cannot claim privilege leave.

(12th) — That social rank and precedence be granted to the Covenanted Educational Service on the same footing as to the Covenanted Civil Service, except that, as Educational Officers will naturally come out to this country at least two years later than Covenanted Civilians, Covenanted Educational Officers should take rank, from the date of their commencement of service, with Civilians of two years' standing.

(13th) — That any person appointed to fill the post of Ist grade High School Master, Professor, Educational Inspector, or Director of Public Instruction, be, *ipso facto*, admitted to the privileges of the Covenanted Educational Service, but that any such appointment will require the sanction of Her Majesty's Secretary of State.

(14th) — That on any person being appointed to one of the above mentioned posts he be considered appointed for two years

certain,—Government reserving to themselves the rights of continuing to employ him, or of dispensing with his services at the end of two years; and that general want of efficiency be considered sufficient ground, without commission of any special fault, for discontinuing the employment of any Officer at the period when his first two years of service have expired.

(15th) — That a similar consideration of each Officer's services be made at the end of his first five years of employment.

(16th) — That in case of the services of any Officer being dispensed with at the end of two or five years' employment, he be allowed a free passage Home.

14. The above is the outline of a sketch for the conditions of a Covenanted Educational Service, which I humbly submit for the consideration of Government. The terms of pension are taken from the present Rules for the Ecclesiastical Service,⁷ except that, in my suggestion, the final term for pension is a little shortened. I have suggested the period of 14 years' actual service on account of Dr. Arnold's famous *dictum*, which was literally acted upon by Dr. Vaughan at Harrow, "that no School Master ought to remain at his post much more than 14 or 15 years, lest by that time he should have fallen behind the scholarship of his age," (see *Life of Dr. Arnold*, 4th Edition, Volume I, p. 147). This saying, if applicable in England, is doubly applicable in India; and I am humbly suggesting rules to secure the absolute efficiency of a small body of most important Officers.

[Home — Edn. A Progs, March 1867, No. 24.]

ENCLOSURE (ii) IN DOCUMENT 22

The Government of Bombay request the Director of Public Instruction to examine the desirability of creating an Educational Branch of the Covenanted Civil Service (on the lines of the Judicial Branch which was then being created) in preference to the new and separate Upper Educational Service proposed by him.

RESOLUTION BY THE GOVERNMENT OF BOMBAY,

No. 681 dated the 11th December 1866.

THE Director of Public Instruction, No. 1552, dated the 22nd October 1866, urges on the consideration of Government the necessity for placing the higher appointments of the Educational Service of the Bombay Presidency on a new and better footing.

RESOLUTION.—The Hon'ble the Governor in Council concurs very much in the views expressed by Sir A. Grant. But there are one or

two points in regard to which Government would be glad to have more information.

If the extension of privileges as to Members of a Covenanted Civil Service were conceded as proposed, would Sir A. Grant suggest any special process for the admission of Members ? He contemplates that they will generally be graduates of high standing in a European University, but he would not exclude Natives of India (paragraph 13, Clause I) and other persons (paragraph 13, Clause 13). Would he require no evidence of fitness, beyond the readiness of those in authority to nominate to certain offices ?

Some intellectual test or qualification might seem to be required, if every person so nominated is to take rank, not only along with, but above all, those who may at the same time have entered the ordinary Civil Service by competition (paragraph 13, Clause 12).

The reason assigned in paragraph 14 for suggesting the grant of pensions, after 14 years of actual service, may, perhaps, be thought insufficient, if they are to apply not only to those who have served continuously as Head Masters, but also to those who have been successively employed as Head Masters, Professors, Inspectors, and Directors of Public Instruction.

It might be advantageous if Sir A. Grant were to state more particularly, whether he does not think (and why) that Members of the Covenanted Educational Civil Service might be placed, with regard to rank, privileges, &c., in all respects upon an equal footing and under the same Rules as Members of the ordinary Civil Service ? It seems probable that a separate Judicial Branch of the Civil Service will ere long be organized. Would it be well, in like manner, merely to organize a separate Educational Branch ?

In that case, would it be advantageous to regard and declare Members of that branch of the Civil Service available for employment also (when their attainments and capacity have been proved to fit them specially for such employment), in other high public offices, as Secretary to Government or Member of Council ?

The Director of Public Instruction should also be requested to state whether he thinks the selection of candidates, after competition, might not be made as for the Civil Service, — leave being given to any man electing for the educational Branch to complete his English University course before coming out to India.

C. GONNE,

Secretary to the Government of Bombay.

To the Director of Public Instruction

[Home — Edn. A Progs, March 1867, No. 24.]

ENCLOSURE (iii) IN DOCUMENT 22

The Director of Public Instruction, Bombay, emphasises the necessity of creating a small Covenanted Educational Service.

FROM Sir A. Grant, Bart., Director of Public Instruction, Bombay, to C. Gonne, Esquire, Secretary to the Government of Bombay, — No. 1975, dated the 7th January 1867.

In acknowledging the Resolution of Government, No. 681, dated 11th ultimo, I beg respectfully to report further on the points referred by the Hon'ble the Governor in Council.

2. The most important question of those under reference, and the *first* in logical order, is the question whether the higher Educational Service of Bombay should not be made simply a branch of the Covenanted Civil Service.

3. There is no doubt that this course would be, for many reasons, the most desirable of all, if the difficulties which would seem to attend it could be overcome. These difficulties I would state as follows :

(a) The higher Educational Service may be said to consist of two branches, — an Administrative Branch and a Learned Branch. The functions of High School Masters, Inspectors and the Director are administrative; those of Professors are learned; Principals of colleges have mixed function, partly administrative and partly learned.

Now, it is at once clear that we cannot rely on the ordinary appointments of the Indian Civil Service for Officers to fill the Learned Branch of the Educational Service. When a Professorship of Sanskrit, Mathematics, History, Logic, Engineering, or any other subject, is vacant, we require to fill it, not a man of general cultivation, but of special attainments, — a man who has gone deeply into the particular science and given his whole mind to it. Unless our Professoriate is supplied with scientific men, possessing profound special knowledge, our University must degenerate and become a mere pretence and laughing stock. Thus it will always be necessary to choose our Professors in a different way from the ordinary Members of the Civil Service. And not only must they be chosen differently; but from the particular nature of their pursuits, they will hardly be in a position to qualify themselves for employment in the Revenue or Political branches of the Public Service. Thus though a versatile Professor might occasionally be thought fit for practical duties, yet as a general rule they will remain separate; and the Professoriate, which I estimate as likely to consist of about 15 appointments out of 30, and as amounting therefore to about half the higher Educational Service, must be pronounced incapable of real amalgamation with the Covenanted Civil Service of this Presidency.

(b) Passing now to the Administrative Branch of the Educational Service, which consist of Ist Grade High School Masters, Inspectors and the Director (altogether to be reckoned at about 15 appointments), I should say that there would be no objection to filling these appointments with Members of the Civil Service, beyond the objections likely to be raised by the Civil Service itself. The question seems to me to be this. Can it be said that employment in the Educational Department is a good qualification for high public offices, such as Secretary to Government, or Member of Council? Supposing a man to have served for five years as a School Master, and five years as Educational Inspector, and three years as Director of Public Instruction, would he be likely to be thought qualified for the functions of Secretary to Government in the Revenue, Judicial, or Political Department? If not (and, I confess, I think not) then Members of the Civil Service are hardly likely to elect to enter the Educational Branch, which would begin with a School-mastership (a kind of appointment against which there is a certain amount of social prejudice), and which would end with chances of promotion far inferior to those offered either by the Revenue or the Judicial lines.

(c) But supposing that High School-masterships were allowed to lead to Assistant Collectorships and other similar appointments, it might be then not difficult to induce young Civilians to accept such appointments, at all events, for short periods. The only question would be, — Would not the general administration of the country suffer to some extent by the loss of district experience which would be implied in the fact of a future collector spending three or four years of his early life in scholastic duties in a town, instead of in the management of talooka affairs in the Mofussil?

(d) Young Civilians would be generally extremely fitted for the duties of Educational Inspectorships, but I think that these appointments ought henceforth to be reserved as promotion for the High School Masters. If the School Masters are to be Civilians, then the Inspectorships would become Civilian appointments, but not otherwise, in my humble opinion.

(e) Government suggests that candidates chosen for the Civil Service might be allowed to elect for the Educational Branch, and might have leave to complete their University course before coming out to India. I think that this arrangement would be a little complicated and, on general grounds, undesirable, — *first*, because the appointments of School-masterships are so few that it would be a matter of uncertainty when vacancies would occur; *second*, because a Civilian by electing to finish his University course would really cut himself off from that special preparation for Indian service which his contemporaries would receive in London, and would, by confining

himself to a considerable extent, for higher offices, such as that of Secretary to Government, in this country. I may add, *thirdly*, that I should not place much faith in the activity of a man's University studies *after* he had attained such a prize in life as a Civilian appointment.

4. On the whole, then, I am reluctantly brought to think that, though the Educational Service of this country would gain in strength and efficiency if it could be amalgamated with the Covenanted Civil Service, the difficulties in the way are too great to be overcome. Half the Educational Service must consist of men of special learning, of tolerably mature age, and with formed literary habits, — quite different, in short, from the class of man required as Civilians. The other half of the Educational Service can hardly offer, in itself, sufficient inducements for Civilians to enter it; and, on the other hand, it would not serve as a good preparation for Revenue or Judicial appointments.

5. From these reasons I am induced to return to my former suggestion, namely, that the higher educational appointments should be made to constitute a separate Covenanted Service, with its own rules and conditions, upon the analogy of the Ecclesiastical Establishment in this country.

6. With regard to the question of Rules for admission to this Service, I beg to say that I considered myself excluded from entering upon the subject, having last year, in my letter No. 999, dated 17th October 1865, submitted detailed suggestions for the selection of educational Officers in England, which were forwarded by Government to the India Office, and to which answer was made by the Secretary of State in his Despatch No. 3, dated the 12th February 1866, that he "did not wish to give up the responsibility of making educational appointments."

7. Being now authorized by Government to enter upon the subject anew, I would humbly suggest the following sketch of Rules for admission to the Covenanted Educational Service.

(a) No one to be admitted to this Service, except as either Ist Grade High School Master, or Professor.

(b) Every vacancy to be filled up in England at the time of the Civil Service competition after at least six months' public advertisement, in all the Universities, of the vacancy.

(c) No one to be eligible to be a High School Master who is not a graduate in some European or Indian University, or who is more than 26 years of age, or who does not produce a Medical Certificate of fitness for Indian service.

(d) Every 1st Grade High School-mastership to be awarded by means of competition among the candidates for the vacancy, on exactly the same system, and by means of the same papers, as the Civilian appointments.

(e) No one to be eligible for a Professorship who is not a graduate of some European or Indian University, or who is more than 30 years of age, or who cannot produce a Medical Certificate of fitness.

(f) Every Professorship to be awarded by competition in the subject of the vacant chair, by the Indian Civil Service Examiners in that subject for the time being.

8. It will be observed that, in the above draft of Rules, I have suggested that all appointments should be made in London. I think that this condition ought to be insisted on for a Covenanted Educational, as for a Covenanted Civil Service. Natives wishing to enter the Service either as Professors, or 1st Grade High School Masters, would be able to do so by attending the competition (of which six months' notice would be given) in London. I need hardly expatiate on the reasons which render such a *proviso* most desirable.

9. It only remains for me to explain why I thought that the reason mentioned in the 14th paragraph of my letter No. 1552, under reference might be sufficient to justify a pension after 14 years being granted to higher Educational Officers, Government points out that some of the educational appointments are not teaching appointments; but the fact is that only the Director's and Inspectors' appointments (that is, five or six Officers out of 30) are other than teaching appointments, — so that four-fifths of the entire proposed Service would come directly under the terms of Dr. Arnold's *dictum*, and even with regard to the Director and the Inspectors it would be equally true that a tolerably frequent introduction of "new blood" is highly desirable.

10. In suggesting a short term for the attainment of pension in the Educational Service, it will be observed that I have at the same time proposed an extremely modest amount of pension. Should Government wish the time of service prolonged for persons holding Educational Office, I trust they will see fit to grant at the same time a higher rate of pension.

11. Should Government think the difficulties which I have above stated to the amalgamation of the Education, with the Covenanted Civil Service, not insurmountable, I can only say that no one would more gladly welcome than myself such an amalgamation.

23

The Government of India express their unwillingness to recommend to the Secretary of State the proposal of the Director of Public Instruction, Bombay, for the constitution of a small Covenanted Educational Service separate from the general Educational Service.

FROM A. P. Howell, Esquire, Under Secretary to the Government of India, to W. Wedderburn, Esquire, Acting Secretary to the Government of Bombay, — No. 2673, dated the 16th March 1867.

I am directed to acknowledge the receipt of your letter No. 4, dated the 31st January, submitting a correspondence on the subject of placing the higher appointments of the Educational Service of the Bombay Presidency on a new and better footing.

2. In reply, I am directed to state that the Governor General in Council regrets that he is unable to recommend to the Secretary of State Sir A. Grant's proposal for the constitution of a small Covenanted Educational Service separate from the general Educational Service.

[Home — Edn. A Progs, March 1867, No. 25.]

24

The Government of Bombay recommend for the sanction of the Secretary of State the proposal of the Director of Public Instruction in regard to the constitution of a separate Covenanted Educational Service on the analogy of the Ecclesiastical Service.

EDUCATIONAL DEPARTMENT

No. 2, of 1867.

TO Her Majesty's Principal Secretary of State for India, London.
My Lord,

We have the honor to transmit copies of a letter* from Sir A. Grant, Bart., and of the previous papers referred to therein, relative to placing the higher appointments of the educational service in this Presidency on a new and better footing.

Letter, No. 1552, dated 22nd October 1866, from the Director of Public Instruction.
Letter, No. 681, dated 11th December 1866, to the Director of Public Instruction.
Letter, No. 1975, dated 7th January 1867, from the Director of Public Instruction.

2. It will be seen that to this end Sir A. Grant suggests that the higher appointments should be made to constitute a separate covenanted service, with its own rules and conditions, upon the analogy of the ecclesiastical establishment in this country.

3. We beg to express our concurrence in the general scope of Sir A. Grant's proposals, and would recommend them for the sanction of Her Majesty's Government.

4. We have submitted copies of Sir A. Grant's letter, and of the papers alluded to therein, for the consideration of the Government of India.

BOMBAY CASTLE,

The 28th February, 1867.

We have, &c.,

(Signed) H. B. E. Frere/B. H. Ellis/
C. J. Erskine.

[Parliamentary Papers (House of Commons),
No. 462 of 1867.]

25

The Government of India forward to the Secretary of State a copy of their communication to the Government of Bombay expressing their unwillingness to support the proposal of the Director of Public Instruction for placing the higher appointments of the Educational Service on a new and better footing.

EDUCATION

No. 3 of 1867.

TO The Right Hon'ble Viscount Cranborne, Secretary of State for India.

Dated Fort William, the 21st March 1867.

My Lord,

The Government of Bombay, in their Despatch No. 2, dated the 28th February, have placed before you Sir Alexander Grant's proposals for placing the higher appointments of the Educational Service of that Presidency on a new and better footing.

We now transmit for your information a copy of a communication*
*No. 2673, dated 16 March 1867. on the subject which we have caused to be
made to the Government of Bombay.

We have the honor to be
My Lord
Your Lordship's most obedient,
humble servants
(Signed)
John Lawrence/W. Mansfield/
H. S. Maine/W. Grey/ G. N.
Taylor/W. N. Massey/
H. M. Durand.

[Despatch (Educational) to the Secretary of State
for India, 21 March 1867, No. 3.]

26

*The Secretary of State asks the Government of India to submit
their detailed comments on the proposal of the Director of Public In-
struction, Bombay, regarding higher educational appointments in the
Presidency.*

India Office, London.
16 July 1867.

Educational
No. 5.

TO His Excellency the Right Honorable the Governor General of
India in Council.

Sir,

I have received your Excellency's letter of the 21st of March last,
No. 3, respecting Sir Alexander Grant's proposal with regard to the
higher appointments of the Bombay Educational Service. As the
question is beginning to attract attention in this country, it is desir-
able that I should be furnished somewhat more fully with the views
entertained by your Government respecting it.

I have the honor to be,
Sir,
Your most obedient humble
Servant,
Stafford H. Northcote.

[Despatch (Educational) from the Secretary of
State for India, 16 July 1867, No. 5.]

27

The Government of India reiterate their views on the proposal of the Director of Public Instruction, Bombay, and give in detail the reasons for not recommending it for adoption.

HOME DEPARTMENT

Education

No. 9 of 1867.

TO the Right Hon'ble Sir Stafford H. Northcote, Bart., Secretary of State for India.

Simla, the 6th September 1867.

Sir,

We have to acknowledge the receipt of your Despatch No. 5, dated the 16th July, in which you request to be furnished somewhat more fully with the views entertained by us respecting Sir Alexander Grant's proposals submitted to us with the letter from the Bombay Government of the 31st January last, with regard to the higher appointments of the Bombay Educational Service.

2. Sir Alexander Grant's proposals related to the division of the Bombay Educational Service into two grades. The higher grade, comprising Head Masters of first grade High Schools, Educational Inspectors, Professors, Principals of Colleges, and the Director of Public Instruction, he would form into a Covenanted Educational Service, with rules of its own as regards nomination, salary and pension, upon the analogy of the Ecclesiastical Service; the lower grade, comprising all other persons holding educational appointments, he would constitute the "uncovenanted Educational Service", and allow it to remain on the footing of the present rules.

3. The grounds on which Sir Alexander Grant's proposals were made, are the present alleged unsatisfactory condition of the Educational Service, and the disappointment felt by the superior Officers of the Department with the arrangements sanctioned in the Secretary of State's Financial Despatch No. 290, dated 23rd December 1865,* in regard to pensions.

4. The rules and conditions of the proposed Covenanted Educational Service are detailed in the 13th paragraph of Sir Alexander Grant's letter.

*Educational Proceedings
February 1866, No. 52.

5. These proposals seemed to us to require consideration under the following headings:—

- (1) The present alleged unsatisfactory condition of the Bombay Educational Service and the grounds thereof;
- (2) The proposed re-organization of it;
- (3) The grounds of the proposed scheme;
- (4) The rules by which the new scheme is to be worked.

6. Sir Alexander Grant's remarks, under the first heading, did not appear to us to be altogether free from inaccuracies and exaggeration.

7. In the first place, we observed that he based his views on the

*Education Despatch from Government of Bombay, to Secretary of State, No. 8, dated 28th November 1865.

Education Despatch from Government of India, to Secretary of State, No. 22 of 1865, dated 14th December.

Education Despatch from Secretary of State, to Government of India, No. 4 of 1866, dated 12th February.

Education Despatch from Secretary of State, to Government of Bombay, No. 3 of 1866, dated 12th February.

36th paragraph of his Educational Report for 1865-66, the substance of which paragraph is a complaint that no steps whatever had been taken to secure for the Department of Public Instruction, as for the Covenanted Civil Service, a

supply of Officers fitly qualified. This is simply a reiteration of a

37. In making these general remarks which I submit with all deference, I beg at the same time to acknowledge with gratitude the appointments by the Secretary of State during the past year, of Mr. K. M. Chatfield to be Principal of the Elphinstone College, and of Dr. F. Kielhorn to be Superintendent of Sanskrit studies in the Poona College. Both these gentlemen are highly qualified for the appointments conferred upon them and will add a great strength to the Department.

suggestion that has been already negatived by the Home Government,* and we have only to remark that we do not consider Sir Alexander Grant's complaint to be well founded; indeed, it is altogether inconsistent

with the succeeding paragraph of the same report which for facility of reference we quote in the margin.

8. Sir Alexander Grant then went on to express his opinion that the Bombay Educational Service "is a very poor, precarious and, in fact, miserable sphere into which one can hardly dare to advise any young man of ability and cultivation to enter." On this point we compared the emoluments and the duties in the Bombay Educational Department with those of the other Educational Departments and we did not find the alleged inferiority of the former; indeed, the Bombay service is actually in a far better position than, the same service in the Punjab, or in any of the minor Administrations. Neither did we assent to the view that the Bombay Educational Service has sprung up "fortuitously." It was deliberately established in accordance with the Edu-

cational Despatch of 1854⁸ (paragraphs 17 to 22) as afterwards modified by the Despatch of 1859⁹ (paragraph 41). The very fact that Sir Alexander Grant himself is in the Bombay Educational Department is no mean proof of its power of attracting first-rate men. Nor could we accept the statement made in his 12th paragraph, that the higher Educational appointments have hitherto been dealt with "neglectfully, given away to political retainers, or filled up at haphazard like other Uncovenanted appointments." No such complaint had hitherto reached us from any of the Presidencies or Provinces, and we were of opinion that there was no ground whatever for assuming that such abuses had crept into the nominations to the Educational Department in Bombay, or were likely to do so.

9. There are minor inaccuracies* in Sir Alexander Grant's representation of the present condition of service, which we do not consider it necessary here to notice. With reference, however, to the grounds of dissatisfaction stated in Sir Alexander Grant's 3rd paragraph, we considered that the withdrawal of the covenant and the substitution of a letter of appointment, in which the right of Government to dispense at six months' notice with the services of the person appointed is reserved, were entirely points for your consideration.

10. As regards the second and third headings, the first point which occurred to us was that there is no evidence whatever of the failure of the present system, or of the consequent necessity for the establishment of a new Covenanted Service. The present system, as stated above, was organized on the instructions laid down in the Educational Despatches of 1854 and 1859, the latter* of which is far from encouraging any notion of a special Covenanted Educational Service. On the contrary, it points to the disconnection of the service from any Covenanted officials on the ground of the disproportion of the cost of the controlling agencies, as compared with the money spent on the direct measures for instruction. Sir Alexander Grant's proposals would tend to aggravate this disproportion.

11. Again, we noticed that Sir Alexander Grant's scheme was based, not on what actually had happened, but on his estimate of the future. "The Department *will* degenerate," he said, "unless its higher appointments *continue* to be held by Europeans of cultivation and learning." But unless it could be shewn that such would not be the case, the plea obviously failed.

12. As to the question raised by the Bombay Government, whether the Covenanted Educational Department should not be organized from the Covenanted Civil Service, we considered it satisfactorily disposed of in Sir Alexander Grant's second letter of the 7th

January.¹⁰ But we were also of opinion that Sir Alexander Grant's own scheme for the constitution of a separate Covenanted Educational Service, was open in one respect to the very objections urged by him against the plan of amalgamating the Educational with the Civil Service, in-as-much as any scheme of general selection and general promotion is wholly unsuited to one main branch of the proposed Educational Service, namely, that of the Professors. It is true that to get over this difficulty, Sir Alexander Grant proposed a totally different system of selection and treatment for Professors, *viz.*, that each Professor should, as a rule, be selected in England for his special chair, and that he should remain in it ordinarily without promotion, but with a yearly increment to his salary up to a certain fixed limit. But as the Professors would form about one-half the proposed Educational Service, it is clear that this measure would be opposed to the principle enunciated in the 41st paragraph of Lord Stanley's Despatch of the 7th April 1859, "that every encouragement be given to persons of education to enter the Educational Service, even in the lower grades, by making it known that, in the nominations to the higher offices in the Department, a preference will hereafter be given to those who may so enter it, if competent to discharge the duties."

13. In the next place, the financial result of the scheme was not sufficiently shewn. Sir Alexander Grant merely stated that it would* involve no large expenditure of the public funds, and the Bombay Government omitted to notice the question of cost altogether. We had no means of making a sufficiently accurate calculation of the extra expenditure involved in these proposals; but it was obvious that, as all grades in the Department, except the Director's, were to be raised, @ and as 14 years, @ Paragraph 13, Clause 5 of Sir Alexander Grant's letter. instead of 27 or 30, were fixed for the maximum of service for pension, and as pensions were proposed on the Ecclesiastical scale without reference, be it observed, to the considerable inferiority of pay enjoyed by the Ecclesiastical Service during the term of residence in India, the aggregate expenditure involved must be very large indeed. No doubt the Bombay Educational Service is susceptible of improvement; but we repeat it is not in a worse position than the Educational Service elsewhere, and we felt that the points to be discussed must be considered, not with reference to Bombay only, but for all India, as there could be no doubt that any privileges conceded to the Bombay Educational Service would be demanded, and with justice by the Educational Services in other parts of India also, and would have eventually to be conceded to them. In fact, the question of social rank and precedence of all Educational Officers is now under our consideration in connection with the general question of the propriety of

soliciting a revision of Her Majesty's Warrant of Precedence. We admit that the grounds for the reorganization of the service are strongly put by the Director of Public Instruction in his 11th paragraph; but it seemed to be overlooked that the main point for our consideration was not how the service could be modelled on principles of theoretical perfection, but what was the best service that could be obtained consistently with the large and daily increasing demands which are made upon us for education elsewhere; and we believe that, on the whole, the cause of education is as efficiently served in Bombay with the existing Department as in any other Administration.

14. As regards the fourth point—the proposed rules of the Covenanted Educational Service—these were, of course, secondary to the main question, whether such a service is to be introduced at all. The rules are stated in Sir Alexander Grant's 13th paragraph, and they appeared to us to be unnecessarily favorable throughout. Nor could we accept the argument urged for limiting the service of Educational Officers to 14 years—an argument which clearly does not apply to the administrative part of the Department.

15. Such were the grounds on which we addressed to the Bombay Government our letter of the 16th March,¹¹ stating that we were unable to recommend to you Sir Alexander Grant's proposals for adoption. A re-consideration of these grounds has not induced any modification in our views, and we are still of opinion that the only tangible cause for dissatisfaction urged by Sir Alexander Grant, is that relating to the terms of the covenant of appointment of Educational Officers in England, and this, as we have stated above, we consider to be one entirely for the decision of Her Majesty's Government.

We have the honor to be,

Sir

Your most obedient, humble Servants,
(Signed) John Lawrence/W. Mansfield/
H. S. Maine/G. N. Taylor/W. N. Massey/
H. M. Durand/G. U. Yule.

[Despatch (Educational) to the Secretary of State for India, 6 September 1867, No. 9; Report of the Department of Public Instruction in the Bombay Presidency for the year 1867-68, Bombay 1868, Appendix H, pp. 60-65.]

28

The Government of India forward for the information of the Government of Bombay a copy of their despatch addressed to the Secretary of State reviewing the grounds of their objection to the adoption of the proposal of the Director of Public Instruction, Bombay, in regard to higher educational appointments in the Presidency.

FROM A. P. Howell, Esquire, Under Secretary to the Government of India, to C. Gonne, Esquire, Secretary to the Government of Bombay, — No. 4769, dated Simla, the 23rd September 1867.

Referring to the correspondence noted on the margin, on the subject of Sir A. Grant's proposals for placing the higher appointments of the Educational service of the Bombay Presidency on a new and better footing, I am directed to transmit, for the information of the Government of Bombay, the accompanying copy of a Despatch to Her Majesty's Secretary of State, No. 9, dated the 6th instant.

[Home — Edn. A Progs, September 1867, No. 41;
Report of the Department of Public Instruction in
the Bombay Presidency for the year 1867-68, Bom-
bay 1868, Appendix H, pp. 59-60.]

29

The Government of Bombay forward to the Director of Public Instruction a copy of the Government of India's despatch to the Secretary of State, and invite from him remarks tending to the complete understanding of his scheme.

No. 599

EDUCATIONAL DEPARTMENT

Bombay Castle, 15 October, 1867.

THE Under-Secretary to the Government of India, No. 4769, dated the 23rd September, 1867, forwards, with reference to his letter No. 2673 of 1867, copy of a despatch to Her Majesty's Secretary of State, on the subject of the proposals for placing the higher appointments of the Educational Service of the Bombay Presidency on a new and better footing.

RESOLUTION. — Copy should be forwarded to the Director of Public Instruction, with the intimation that Government will be happy to receive any remarks tending to the complete understanding of the scheme which he has submitted.

(Signed) C. GONNE,
Secretary to Government

[Report of the Department of Public Instruction in the Bombay Presidency for the year 1867-68, Bombay, 1868, Appendix H, p. 59.]

30

The Director of Public Instruction, Bombay, affirms that the cause of education will be greatly promoted in the Presidency by the adoption of his scheme and suggests that it may be adopted for other Presidencies also with such modifications as are considered necessary.

No. 2136 of 1867-68

EDUCATIONAL DEPARTMENT

FROM Sir A. Grant, Bart., Director of Public Instruction, to C. Gonne, Esquire, Secretary to Government, Bombay.

Sir,

I have the honour to acknowledge the Resolution of Government, No. 599, dated 15th instant, which forwards copy of a despatch from the Government of India, to Her Majesty's Secretary of State, on the subject of my proposals for placing the higher appointments of the Bombay Educational Service on a new and better footing. In reference thereto, I beg humbly to submit the following remarks.

2. The Government of India considers my complaint that "no steps have been taken to secure for the Department of Public Instruction, as for the Covenanted Civil Service, a supply of Officers fitly qualified," to be altogether inconsistent with a subsequent paragraph of my report for 1865-66, in which I speak with gratitude of two suitable appointments¹² made within the year. My complaint, however, was against the system generally, that there is no guarantee for good selections being made, and that no means are adopted for inducing good men to apply for appointments. The two gentlemen named in my report were induced by my personal communications with them to apply. When they did so, we were under the influence of hopes raised by the

Despatch of the 8th December, 1862. Those hopes have subsequently been disappointed, and I should not now think it right, under the present terms of the Educational Service, to recommend any person to seek to enter it.

3. The Government of India to show that the Bombay Educational Service is not "a very poor, precarious, and, in fact, miserable sphere" compares it with other Educational Departments, and says that "the alleged inferiority" cannot be found. I beg, however, to submit that I never "alleged inferiority" of the Bombay Educational Service to other Educational Departments in India. I only compared that Service, as a career for an able and cultivated young man, with other branches of the public Service and with other lines of life.

4. However, since the Government of India has introduced the comparison, I would humbly ask what can be meant by saying that the Educational Department in Bombay shows no inferiority of position to other Educational Departments? One of the great sources of complaint among Educational Officers in this Presidency, is, that with the exception of the Director of Public Instruction they receive lower salaries than corresponding Educational Officers in Bengal. We feel it unjust to us that the advantages of the Secretary of State's despatch of December 9th, 1864, have never been extended to this Presidency.

5. The Government of India objects to my having said that the Bombay Educational Service has "sprung up Paragraph 8 of Despatch. fortuitously." What I meant was this, that the Educational Despatch of 1854, finding certain Schools and Educational Institutions established under an honorary Board, introduced a Director of Public Instruction, and a Staff of Inspector. But the former was a Covenanted Civilian, and the Inspectors were either Civilians or Military or Medical Officers, who were under the leave and Pension Rules of their several services. Other persons employed in the Educational Service, having been at first without claim to pension, were subsequently brought under the Rules of the General Uncovenanted Service,¹³ Rules framed for a body of Indian and Eurasian Natives of this country, and quite unsuited to the circumstances of European gentlemen. By degrees (in accordance with the Despatch of 1859) the offices of the Director and the Educational Inspector have ceased to be filled by Civilians and Military or Medical Officers; and by the appointment in England of Professors, Principals of Colleges and Head Masters of First Grade High Schools, a small, but distinct, Service has now grown up, for which the original rules and conditions have ceased to be appropriate.

6. In acknowledging the high compliment to myself, which the Government of India uses as an argumentum ad hominem¹⁴ against my proposals, I can only say that though personally contented with the salary of the appointment, which I have been fortunate enough to obtain, I should certainly have been dissatisfied with any other appointment within the Department.

And with regard to the Pension Rules under which I find myself, I have been disappointed and I think I have cause of complaint. Judging then from my own feelings, as well as from those others described in the 12th paragraph of my letter No. 1552 of the 22nd October last, I think I have fair grounds for doubting that "first-rate men" will, in future, be attracted to this Department. Nor do I think that the Government of India would wish to form a Department of "first rate" but disappointed men.

7. The Government of India objects to the terms used by me in the former part of the same paragraph, I am sure I shall be excused from undertaking the individious task of justifying in detail these words. But I must venture to observe with great submission that the whole attitude of the Government of India in reviewing my suggestions, indicated a tendency still to consider the Upper Educational appointments in this Presidency as places of comparatively "little importance."

8. The Government of India observes that the Educational Despatch of 1859 is "far from encouraging any notion of a special Covenanted Educational Service." This may be the case, but I did not regard that Despatch as containing a final and immutable Code for the administration of Education in India; I had rather hoped that new Despatch might now be issued, giving an assured future to Education in this country by

providing a regular succession of qualified Educational administrators and of teachers versed in the Sciences and Literature of Europe.

9. The Government of India suggests that my proposals would tend to aggravate a disproportion between the cost of controlling agencies and the money spent on the direct means for Instruction. This, however, would not be the case :—

(1st) — Because my proposals referred to appointments, four-fifths of which are teaching appointments (see paragraph 9 of my second letter under reference).

(2nd) — Because I proposed no increase for the salary of the Director of Public Instruction.

(3rd) — Because the moderate increase proposed by me for Inspectors was *fixed*, while the growth and increase of the outlay of money (especially from Local, Municipal and Private sources) on the direct means of Instruction, would be unlimited.

10. I am called upon to show that my apprehension of a degeneration of this Department is not a mere fancy. On this point I beg to refer, (1st) to the feeling of dissatisfaction in the minds of the best Officers of this Department with regard to the Leave and Pension Rules under which they find themselves placed; (2nd) to the statement in the recent Memorial, dated 24th September 1867, of Inspectors, Principals, Professors and Assistant Professors in the Bengal Educational Service (paragraph 15) the truth of which I can corroborate from the actual experience of this Presidency, that “several men of distinction have been deterred from entering the Indian Educational Department, and some, after entering, have abandoned it, by reason of the great length of service required of them before a pension can be obtained.”

11. Paragraph 12 of the Government of India's Despatch condemns my suggestions, on the ground that they would exclude Professors from promotion which, under the terms of the Despatch of 1859, ought to be left open to them. But it appears that on this point I have failed to make myself understood. In the 3rd paragraph of my second letter I spoke of the body of Professors as incapable of amalgamation with the Covenanted Civil Service, but I never said a word against Professors obtaining promotion in due course within their own Department; I always contemplated the promotion of able Professors to be Principals of Colleges, and I thought that (as in my own case) a Principal of a College might not unfrequently be chosen Director of Public Instruction.

12. In paragraph 13 the Government of India observes, that it is obvious that the aggregate expenditure involved in my proposals "must be very large indeed." I will now beg to invite attention to the subjoined Table, which shows the maximum of expenditure for salaries of the Upper Educational Service, which would be involved in my scheme, even under the improbable supposition that at any one time all the officers could be drawing the highest Seniority allowance attached to their appointments :

<i>Proposed Officers</i>	<i>Salary</i>	<i>Rising to</i>	<i>Minimum payable per mensem when all appointments are filled up.</i>	<i>Maximum Payable per mensem if all Officers drew the highest Seniority Allowance.</i>
9. Head Masters	500	800	4,500	7,200
15. Professors	500	1,200	7,500	18,000
3. Principals	1,000	1,500	3,000	4,500
5. Inspectors	800	1,500	4,000	7,500
1 Director	2,500	2,500	2,500	2,500
33				
Total per mensem Rs.			.. 21,500	39,700
„ per annum Rs.†			.. 2,58,000	4,76,400

The revenues of the Bombay Presidency for the present year are estimated by the Government of India at Rupees 8,75,93,700, on which even the impossible maximum expenditure, shown in the last column above, would amount only to .544 per cent, or barely more than 1/2 per cent. on the Presidential Revenues. This estimated expenditure would cover all that would be wanted for the teaching of the higher branches of Science and Literature, and the main cost of Direction and Inspection, leaving the residue of the Imperial assignment for Education to meet the cost of Grants in aid, pensions, and salaries of Native Educational Officers. The present Imperial assignment to Bombay for Education amounts to about $1\frac{1}{2}$ on the Presidential Revenues. I think that an assignment of 2 per cent on the Revenues might fairly be allowed and (as stated in my Annual Report, paragraphs 23-64) I think that this would well furnish the Presidency, with all that could be fairly asked from Government in the shape of assistance to Education, Science and Art.

13. To show further that the scheme submitted by me implies no exorbitant expenditure in salaries, I would beg to show by a similar Table to the one above what has been actually sanctioned for "graded" Educational Officers in Bengal, by the Despatch of the 9th December, 1864 :—

<i>Number of Officers</i>	<i>Salary</i>	<i>Rising to</i>	<i>Minimum per mensem payable</i>	<i>Maximum payable per mensem when all Officers draw the highest allowance of their grade.</i>
1	2,000	2,500	2,000	2,500
2	1,250	1,500	2,500	3,000
6	1,000	1,250	6,000	7,500
10	750	1,000	7,500	10,000
13	500	750	6,500	9,750
32	Total per mensem Rs.	..	24,500	32,750
	„ per annum.	..	2,94,000	3,93,000

It will be seen from a comparison of these two Tables, that for 32 “graded” Educational Officers in Bengal an aggregate of Rupees 2,94,000 per annum has been sanctioned and actually paid for more than a year. For, 33 Officers of the Upper Educational Service of Bombay, I proposed commencing salaries which would only amount to Rupees 2,58,000 per annum, when all the appointments were filled up. The maximum amount payable on the scale proposed by me would be for 33 Officers Rupees 4,76,400. But on the Bengal system of graded appointments, it seems probable that the maximum amount would frequently be drawn and always approached. For it implies :—

2	First Class Officers to have served each	3 years
6	Second Class „ „ „	3 years
10	Third Class „ „ „	4 years
13	Fourth Class „ „ „	5 years

Whereas to make the maximum amount payable on the system submitted by me it would require :—

9	Head Masters to have served each	6 years
15	Professors „ „	14 years
3	Principals „ „	10 years
5	Inspectors „ „	14 years

Such a combination, in a service offering (as I thought would be most expedient) a pension at the end of 14 years’ actual service, would be a simple impossibility.

14. In short, a little consideration shows that the scale of salaries proposed by me is about on an equality (as far as expenditure to the State is concerned) with that sanctioned for Bengal. The only difference is, that my scale appears, if I may venture to say so, more *raisonne*. Instead of having classes or grades of Officers depending on mere Seniority, I proposed to offer a Professor (for instance)

Rupees 500 a month to begin with, a steady rise up to Rupees 1,200 attainable by 14 years' service, and a small pension at the end of 14 years, with chance of being promoted in the meantime to be Principal of a College, and from that (possibly) to be Director of Public Instruction. The same principle was meant to regulate all the appointments; namely, the principle of offering a moderate assured career to men of learning and ability.

15. When I drew up my proposals I had never heard of the Bengal system of "graded" appointments; I am now surprised to find how nearly my own proposals resemble them, and I am equally surprised that the Government of India should have repudiated the idea of a "special Covenanted Educational Service" as not to be heard of, for the Bengal "graded" appointments are in reality nothing else than a Covenanted Educational Service, only wanting appropriate pension Rules.

16. The Government of India observes, that "any privileges conceded to the Bombay Educational Service would be demanded, and with justice, by the Educational Service in other parts of India also." I will now beg that the converse of this principle may be applied, and that the privileges of "graded appointments", already allowed to the Bengal Educational Service, may be conceded to the Officers who are serving under me. The Bengal Graded Educational Officers have recently memorialised the Secretary of State for an improvement in their Pension Rules. If their petition, which I humbly think to be just and reasonable in its demands, is complied with, then the Bengal Upper Educational Officers will have obtained conditions, at least as favourable (and at fully as great a cost to the State) as the conditions asked for by me for the proposed Covenanted Educational Service of Bombay. I trust that the same or analogous privileges may be extended to this Presidency.

17. In conclusion, I will beg to assure Government that the plan submitted by me was calculated for the practical good working, and not the theoretical perfection of my Department. Under the present terms of our Service, I am convinced that no very good man would accept a Professorship in one of the Bombay Colleges, and that for the want of a very slight improvement in the terms offered, the native mind in relation to Science and Literature will be kept back. This is one practical consideration and another is, that under the present system it is all but impossible to get good Educational Inspectors. A peculiar training (as stated by me in the 63rd paragraph of my last Annual Report) is required for an Educational Inspector, who should be a Gentleman and a Scholar, and well versed in the Vernacular language of his division. Good Inspectors can only be got by securing good men for High School Masters, and then training them in a

Vernacular language and in knowledge of the native mind. But it is quite certain that, under the present conditions, no young English gentleman who has any prospect of making for himself a career elsewhere, will accept a High Schoolmastership in this Department.

18. The Government of India believes, that "on the whole the cause of Education is as efficiently served in Bombay with the existing Department as in any other administration." This may be the case, and as I know that the cause of Education would be greatly promoted in this Presidency by the adoption of my proposals, so I cannot but wish that they might be not only adopted in Bombay, but also with such modifications as might be requisite, for other Presidencies. I am humbly of opinion that they would give, as above said, an assured future to Education in India, and that they would tend not only to efficiency, but also to true economy, in this important part of the Imperial administration.

POONA
Office of the Director
of Public Instruction,
25th October, 1867.

I have the honor to be, &ct.,
(Signed) A. Grant,
Director of Public Instruction.

[Report of the Department of Public Instruction in the Bombay Presidency for the year 1867-68, Bombay, 1868, Appendix H, pp. 65-73.]

31

The Government of Bombay recommend to the Secretary of State the creation of a Covenanted Educational Service and emphasise the necessity of improving the present status of the higher Educational Officers.

EDUCATIONAL DEPARTMENT

No. 1 of 1868

TO Her Majesty's Principal Secretary of State for India, London.

Right Honourable Sir,

We have been furnished by the Government of India with a copy of their Despatch to your address, No. 9 of the 6th September, last, reviewing the grounds of their objection to Sir Alexander Grant's

proposal for placing the higher appointments of the Educational Service in the Bombay Presidency on a new and better footing, and have now the honour to forward copy of a letter from Sir A. Grant, dated the 25th October, last, submitting his further remarks on this important subject.

2. In forwarding this letter we beg to state that we do not propose to offer any observations of our own on Sir A. Grant's reply to that part of the letter of the Government of India which more particularly relates to the discussion of the minor, and chiefly personal, questions arising out of the line of argument adopted by him. On these points his letter appears to us to afford sufficient explanation.

3. But we beg to express our earnest hope that Her Majesty's Government will not allow to pass the opportunity afforded of placing the Educational Service on a better footing, as it cannot be considered to be at present satisfactory in respect to any one of the main points on which reform is desired by Sir A. Grant.

4. The first point of importance to which we would draw attention is, that the higher appointments in the Service should be filled by Officers under Covenant. The importance of this is well understood by a comparison of the advantages attributed to the Covenanted Civil Service as compared with the Uncovenanted, and we believe it to be essential to secure the services of competent men, selected as they necessarily are later in life, and reluctant to leave home, without an assurance of at least "a moderate competence."

5. In regard to the proposed condition that at the end of two years the Covenant may cease at the option of either party, we are not entirely agreed. On the one hand, it is held that the provision is a wise one which will prevent Government from having to maintain in the Service men unfitted for it, and will give a timely option of retirement to those who find that the life in this country is unsuitable. The first condition of the Covenant, if this view be accepted, would be a free passage to this country, and a free passage back at the end of two years, if either party desires that the engagement should terminate. And further the Covenant should secure service after this period without risk of dismissal, except for misconduct proved on formal enquiry, and should give a right to certain appointments and to pension after a reasonable period.

6. But on the other hand it is urged that if candidates were informed at the outset that after coming to India they would be liable to be sent back at the end of two years, it may be feared that many good men would decline to give up the prospect of employment in England, even at a lower rate of emolument. And again there are many men who might too hastily avail themselves of their power to

leave the Service from a feeling of dissatisfaction with the career offered which an after experience might have qualified or removed, and thus Government would be constantly losing the services of good men, and the Education Department would be mainly composed of new men, who would be constantly changing.

7. The next point to decide is, what should be the appointments to be secured by Covenant.

8. We would not add one word to what has been said by Sir Alexander Grant in respect to the payment of salaries by grades, would strongly urge the necessity of adopting the graded salaries he has proposed, in justice to the Educational Officers of Bombay as compared with those of Bengal, even apart from general considerations of the policy and propriety of making a concession so reasonable in itself.

9. It is impossible we consider to secure efficient service for a long series of years from one who is utterly without prospects of promotion, and yet it is quite out of the question to guarantee to one who enters the Services as Head Master, that he shall be appointed to a Professorship requiring special knowledge, or that Professors skilled in such special knowledge shall be appointed to Inspectorships which demand wholly different qualities.

10. It is absolutely necessary then that promotion by a rising scale of pay should be secured in this Department. We are of opinion that the guarantee of the Covenant should secure to Head Masters the salaries proposed according to Sir A. Grant's scale after certain periods of service, but while all other appointments in the Educational Department should be open to them, no guarantee beyond the highest grade in this rank should be given to them. To those who enter the Service as Professors, a like guarantee should be given that to them and to them alone (so long as one of them is available) the appointments of Professor and Principal, on the salaries and with the grades proposed, shall be assigned, while we would leave open the appointments of Inspector and Director without guaranteeing their succession to these.

11. On the principle of securing the continued service of qualified men as Inspectors, whether taken from the Educational Service, the Staff Corps or Civil Service, the proposed grades should be adopted, and we would add, what probably Sir A. Grant from feelings of delicacy refrained from doing, that the Director's salary should be fixed on the same principle. It may be only Rupees 2,000 for the first three years, and Rupees 2,500 from the fourth year, if after six years it be raised, as it might well be, to Rupees 3,000 per mensem.

12. To obviate the inconvenience that might possibly arise from guaranteeing a particular class of appointments to a body of men, not one of whom might be qualified for the duties, we have above recommended a slight deviation from the proposition of Sir Alexander Grant. If this deviation be adopted the only tangible objection to which this part of the scheme is open will be removed; while on the other hand there will be nothing to prevent Head Masters or Professors obtaining any other appointment that they may be qualified to fill. It may be hoped that with this modification the scheme may have a trial.

13. The number of persons who would come under the Covenant in this Presidency is at present only 27, if we take no count of the Inspectors and Directors, whose appointments may or may not be held by Educational Officers commencing the Service under a Covenant. An increase to the Staff of Professors will probably be shortly sanctioned, as it is already urgently called for; the number may therefore be taken at 30 and not at 27.

14. The third point is the duration of service and the right to pension at the end of it. Her Majesty's Government has already conceded the principle that the Officers of this Department are entitled to some concession as compared with other services, but the reason assigned, the more mature age at which they commence work, is not the only assignable reason, or the best, for making a difference in their favour.¹⁶ Nor is the concession sufficiently liberal to be of the slightest use. It only allows three years' less service in 30 for those who enter after 25. This imposes 27 years' service before retirement on a full pension.

15. There is, we beg to observe, a great deal of truth in what is said in favour of short periods of service on the score of the teaching becoming out of date, and till more is to be said on the score of the wear and tear involved in teaching. We would therefore earnestly beg a reconsideration of the present rules affecting officers in the Educational Department, and suggest that so far as regards those who are admitted to a Covenant, the period be fixed at 17 years. This would of course include all now in the Department holding any of the 33 offices specified by Sir A. Grant. This is a longer period as service by two years than that suggested by Sir A. Grant, but as it is already conceded to Chaplains it is not open to the objection that the time is short beyond all precedent.

16. The Officers in this Educational Service should be permitted to take two years' leave on Furlough or Medical Certificate out of this time, — not more than one year till seven years' service is completed, but with no other restriction.

17. The proposed pension of £365 appears to us to be moderate and appropriate, as is also the Furlough allowance of £400 a year.

18. The rules quoted in the margin* should, we are of opinion, be sanctioned as proposed by Sir A. Grant. The 11th Rule will require a rider that all leave, except privilege leave, beyond the period of two years will not count for pension.

*That any such Officer who may be declared by Medical authority to have become absolutely incapable of further duty in India before the completion of 7 years' service may receive a free passage home, and a gratuity not exceeding one month's pay (at his last rate of salary) for each year that he has served.

That any such Officer on Medical Certificate of incapacity for further duty may obtain at the completion of 7 years' service a pension of £127-15 per annum, and at the completion of 10 years' service £173-7-6.

19. A rule securing precedence to Educational Officers is necessary, but as this part of the subject is under consideration by the Government of India, further discussion is unnecessary in this place.

That the ordinary rules for sick leave and privilege leave now allowed to the general Uncovenanted Service be continued to the Covenanted Educational Service, with the proviso now made, that officers who are allowed School and College vacations cannot claim privilege leave.

20. The 13th Rule proposed by Sir A. Grant appears to us to require some modification. It is not likely that any one appointed Inspector or Director from the Covenanted Civil or Military Service would desire to give up his own rules; and therefore it would be better that the rule should run that a person appointed Director or Inspector is admissible to the Covenanted Educational Service on his admission being approved by the Secretary of State.

21. We have dwelt at some length on these several proposals as we consider that an amendment of the present status of the higher Educational Officers is of the greatest importance and most urgently called for.

22. We deem it our duty in conclusion to caution Her Majesty's Government against so treating this question as to involve a great unnecessary expense without effecting a complete and satisfactory settlement, as will not improbably happen if from a hesitation to accept the proposal for Covenanted Officers in its entirety, a portion of the boon sought for on behalf of a few be granted to the whole Educational Service which is composed chiefly of persons for whom the ordinary Uncovenanted Rules are sufficiently liberal.

We have the honour to be,

Bombay Castle,
29th January, 1868.

Right Honourable Sir,
Your most obedient, humble servants,

32

The Government of India reiterate their objection to the creation of a separate Covenanted Educational Service for the Bombay Presidency but express their willingness to consider any proposal that is reasonable and consistent with the organisation and standard of remuneration in other provinces of British India.

No. 3 of 1868

HOME DEPARTMENT

Education

Fort William the 20th February 1868.

TO The Right Hon'ble Sir Stafford H. Northcote, Bart., Secretary of State for India.

Sir,

We have received from the Government of Bombay in ordinary course, a copy of the Despatch to you, No. 1, dated the 29th ultimo, and of its enclosure, written with reference to our Despatch to your address, No. 9, dated the 6th September last, regarding Sir Alexander Grant's proposals for placing the higher appointments of the Bombay Educational Service on a new and better footing.

2. Having already fully expressed our views on these proposals, we do not consider it necessary to prolong the discussion. We will only observe that we are not opposed to any moderate improvement of the Bombay Educational salaries or to the appointments being graded as in Bengal. On the contrary we are quite prepared to consider favourably any proposal for this object that may be reasonable in itself, and consistent with the organization and standard of remuneration existing in other Provinces of British India. Our main objections are directed against creation of a regular Covenanted Educational Service, and again the scale on which Sir Alexander Grant's proposals are fixed; and in accordance with which the expenditure for Bombay would, in effect, be greater than that required for the far more extensive Province of Bengal and the proportion spent on the superior and controlling agency, as compared with the amount spent otherwise on education far higher than in other part of India.

3. A settlement of the question of some rank and precedence of educational officers will, we feel convinced, go far towards allaying the present discontent which is alleged now to exist in the Department; and this, we think, would be the proper course to adopt instead

of the creation of a special Covenanted Service, which if created at all must be provided at a greatly enhanced expenditure for the whole of India and not for Bombay alone.

4. We have already apprised you that the question of a general revision of the Warrant of Precedence is under our consideration, and we hope soon to be able to submit certain proposals on the subject.

5. In reference to the manner in which the question of a change in the Educational Service has been placed before you by the present Despatch from Bombay, we venture to express a hope that in all cases where a proposal involving increased expenditure is submitted direct to the Home Government, you will wholly suspend your judgement on it, until we have had an opportunity of stating our opinion thereon.

We have the honor to be,

Sir,

Your most obedient,
humble servants,

(Signed) John Lawrence/W. R.
Mansfield/G. N. Taylor/
W. N. Massey/H. M.
Durand/W. Muir/H. S.
Maine.

[Despatch (Educational) to the Secretary of State
for India, 20 February 1868, No. 3.]

33

The Secretary of State stresses the importance of maintaining an efficient Educational Service throughout India and suggests that, without incurring undue expense, the terms and conditions of service of its members be so improved as to meet their desire for a more secure and better defined position.

Educational,
No. 13

India Office,
London, 2nd July 1868

TO His Excellency the Right Honorable the Governor General of India in Council.

Sir,

Para. 1. I have considered in Council your Despatch dated 11th April, No. 5 of 1868,¹⁷ forwarding a memorial from the Officers of

the higher Educational Service in Bengal, praying for a revision of the pension rules applicable to them.

2. I have also considered your Despatches dated the 6th September, No. 9 of 1867, and the 20th February, No. 3 of 1868, relative to Sir A. Grant's proposals for the reorganisation of the higher Educational Service in Bombay.

3. I attach much importance to the maintenance of an efficient Educational Service throughout India, and I trust that you will be able, without incurring undue expense, to improve the condition of its members, and to meet the desire which they have expressed for a more secure and better defined position.

4. The substitution of a formal warrant, conferring Educational appointments during good behaviour, for the present letter, which reserves to the Government the right of removal on six months' notice,—the revision of the scale of precedence,—and the introduction of the principle of graduated salaries, are measures tending to place this important branch of the public service on a satisfactory footing. I am glad to find that these measures have in principle the support of your Government, and I desire that I may be furnished with your views as to the precise steps which you would recommend for giving effect to them.

5. As regards any advance in the rates of pay or of pension, I must leave it to your Government to submit to me any proposals which, after full consideration of the relative claims of this and other branches of the service, you may think fit to adopt. I shall be prepared to entertain them in a liberal spirit.

6. I am disposed to think that it would be advantageous to institute a special inquiry, either through the agency of a commission or by the deputation of a well qualified Officer, into the present condition and working of the Educational service and system throughout India. Such an inquiry might, among other advantages, have the effect of enabling you to meet the complaints which appear to be made as to the inequalities prevailing in the several Presidencies. It would, however, be of value in other and even more important particulars. I have desire that this suggestion may receive your consideration.

I have the honor to be,
Sir,

Your most obedient,
humble servant,

(Signed) Stafford H. Northcote.

[Despatch (Educational) from the Secretary of State for India, 2 July, 1868, No. 13.]

APPENDIX

Bombay Educational Department

		Rs.	A.	P.
Sir A. Grant, Bart. M.A.L.L.D., Director of Public Instruction.		2500	0	0
Captn. T. Waddington. H. M. Educational Inspector Central Division.	S. } 1000		0	0
	T.A. } 100		0	0
	T. } 11		1	9
W. Draper, M.A.M. Assistant ditto.	S. 500		0	0
W. A. Russel, M.A.M. Educational Inspector S. Div.	S. } 800		0	0
	T.A. } 100		0	0
	T. } 11		1	9
T. B. Curtis. G. ditto N. Division	S. } 800		0	0
	T.A. } 100		0	0
	T. } 11		1	9
J. G. Moore. C. S. ditto Sind	S. 250	in addition to other duties		
K. M. Chatfield, B.A. Principal. & Prof. of Logic & Moral Philosophy, Elphinstone College.	S. } 1000		0	0
	H. } 200		0	0
J. P. Hughlings, B.A. Prof. of Eng. Literature and History ditto.	S. } 600		0	0
	S.A. } 200		0	0
F. J. Candy, M.A., ditto. of Mathematics and Natural Philosophy. ditto	S. } 600		0	0
	S.A. } 200		0	0
G. Buhler, Ph.D., ditto of Oriental Languages ditto	A.A. 300		0	0
	S.A. 100		0	0
Act. Supdt. of Sanscrit studies. Poona College	D.A. 175		0	0
	H. 40		0	0
F. Kiehorn., Ph.D. Acting Professor of Oriental Languages. Elphinstone College	D.A. 300		0	0
Supdt. of Sanscrit Studies Poona College	AA. 175		0	0
W. Wordsworth, B. A. Principal ditto	S. 600		0	0
	S.A. 110		0	0
R. G. Oxenham, B.A. Professor of Engl. Literature. ditto	S. 425		0	0
	S.A. 100		0	0

		Ks.	A.	P.
Keru Luxumon Chitrey ditto of Mathematics and Natural philosophy ditto.	S.	425	0	0
Teodore Cooke B.A.H. Principal, Poona College	S.	1000	0	0
Daji Nilkunt Nagarkar, Prof. of Eng. and Mathematics ditto.	S.	250	0	0
T. B. Kirkham, Principal, Elphinstone High School		700	0	0
Arthur Barrett, Vice-Principal ditto		400	0	0
Henry Priestly Jacob Head Master Poona High School.		500	0	0
H. S. K. Bellairs, B.A. ditto-Belgaum ditto.		500	0	0
F. W. Wilson, ditto Surat.		400	0	0
Ram Krishna Gopal, M.A. ditto Rutnagherry ditto.		350	0	0
Mahadeo Moreshwar Kunte, B.A. ditto Hyderabad. ditto.		300	0	0
Vithul Narayan Pattuk B.A. ditto Dhoolia ditto		300	0	0
Keshava Bapajee B.A. ditto Kurrachee ditto.		200	0	0
T. A.	Travelling Allowance.			
T.	Tentage.			
S. A.	Seniority Allowance			
H.	House Rent.			

NOTES

Documents No. 22 to 26 have also been published in the *Parliamentary Papers* (House of Commons) No. 462 of 1867.

1. See Document 68.
2. See Document 67.
3. See *Home-Edn. A Progs*, March 1867, Nos. 24-25 & Appendix.
4. Pension Rules for the medical and the military services were quite different from those of the Indian Civil Service. For Medical Pension Rules, see *Military Despatch from the Secretary of State*, No. 152, 16 May 1864, paras 14-15; *Parliamentary Papers* (House of Commons) No. 485 of 1864; *Selections from Despatches from the Secretary of State for India*, 1864, pp. 204-207. For Military Pension Rules of the uncovenanted services, see *Financial Notification* No. 1915 of 13 April 1864; *The Gazette of India*, 1864, part 1, pp. 373-375; *The Calcutta Gazette*, 1864, pp. 786-787; *Financial (Pension and Gratuities) A Progs*, June 1863, Nos. 59A-59D. For Pension Rules of the Native Army, see *Military Despatch from the Secretary of State for India*, No. 240 of 23 July 1864, para 6; *Military Progs* of 6 September 1864, No. 430; *Selections from Despatches from the Secretary of State for India*, 1864, pp. 238-39.
5. Thomas Paine (1737-1809) was a famous Pamphleteer, agitator and writer on Politics, Government and Religions. His fiery writings brought courage in times of crisis. He always struck for freedom, championed the cause of liberty and democracy. He gave expression to his ideas in the *Pennsylvania Magazine, the Crisis* — a series of 16 pamphlets, *Rights of Man* and *Age of Reason*.
6. Fenian was a "Brotherhood" of the Irish and Irish Americans, formed in the New York about 1860 for gaining independence for Ireland. It promoted and assisted revolutionary ideas and created considerable trouble for the British Government through local disturbances and assassination of Government Officials.
7. See *Financial Despatch from the Secretary of State for India*, No. 186 of 30 July 1864. Also printed in the *Selections from Despatches from the Secretary of State for India*, 1864, pp. 27-28 and later revised in his *Financial Despatch*, No. 32, 17 February 1864. *Ibid.*, 1865, p. 41.
8. Refers to the *Despatch from the Court of Directors*, No. 49 of 19 July 1854. See Richey, *op. cit.*, pp. 364-393.
9. Refers to the *Educational Despatch from the Secretary of State for India*, No. 4 of 7 April 1859; also published in J. A. Richey, *op. cit.*, pp. 426-450.
10. See Enclosure III to Document 22.
11. See Document 23.
12. The two appointments referred here were those of Mr. K. M. Chatfield as Principal of the Elphinstone College and Dr. F. Kielhorn as Superintendent of Sanskrit Studies, Poona College. See *Bombay Educational Report*, 1865-66, p. 13.
13. Superannuation Pension Rules for subordinate officers in the Civil Department were framed on 4 January 1831, privileges granted to Law Officers and

Native Judges were also extended to Principals and Head-Masters of Colleges and Schools and Inspectors and Professors in 1853. These Rules were further liberalised in 1863 and they were modified under instructions from the Secretary of State for India in his *Financial Despatch* No. 290 of 23 December 1865. See *Financial Department (Pension and Gratuities) A Progs*, January 1872, No. 19, Appendix B; *Financial Despatch from the Court of Directors*, No. 23 of 20 July 1853, para 4; the *Calcutta Gazette*, 1863, pp. 1638-1639 and Document 68.

14. Argument directed at or appealing to one's passion or prejudices rather than one's intellect. See Webster, *New International Dictionary*, p. 32, column, 1.
15. See Document 67, Annexure to Enclosure.
16. See Document 68.
17. For the text, see *Educational Despatches to the Secretary of State for India*, No. 5 of 1868.

SECTION V

PROPOSALS MADE BY THE GOVERNMENT OF THE NORTH-
WESTERN PROVINCES FOR THE INTRODUCTION OF GRADED
SCALES OF PAY FOR OFFICERS IN THEIR EDUCATION DEPART-
MENT.

[*Document 34*]

The Government of the North-Western Provinces forward for the consideration of the Government of India correspondence relative to the memorial of certain Officers of the Education Department praying that in respect of pay and allowances they may be raised to the same level as similar Officers in Bengal.

FROM R. Simson, Esquire, Secretary to the Government of the North-Western Provinces, to A. P. Howell, Esquire, Officiating Secretary to the Government of India, Simla, — No. 1812A, dated Nynee Tal, the 24th October 1868.

I am directed to forward, for the favorable consideration and orders of His Excellency the Governor General in Council a copy of the correspondence noted in the margin, having reference to a memorial from certain Officers of the Educational Department in these Provinces, praying that in respect of pay and allowances they may be raised to the same level as similar Officers in Bengal.

2. It will be observed that Mr. Kempson proposes that the pay of the different grades of the Officers referred to should be as follows:—

Inspectors of Ist, 2nd, and 3rd Circles, Rupees 800 to 1,200, in 4 years.

Principals of the Agra, Bareilly, and Benares Colleges, Rupees 700 to 1000 in three years.

Principal, Ajmere College, Rupees 600 to 800, in 4 years.

Professors of Agra, Bareilly, and Benares Colleges, and Assistant Inspectors of Schools, Rupees 500 to 700, in 4 years.

The minimum salary in each case is that now enjoyed.

3. I am to state that, excepting the Presidency Institutions, the Lieutenant-Governor thinks that it is only fair to place the Educational Staff of these Provinces on the same footing as that in Bengal. The principle of granting periodical increments is equally to be desired in the North-Western Provinces.

[Home — Edn A Progs, 7 November 1868, No. 8 (recorded in Progs of 24 April 1869).]

ENCLOSURE (i) IN DOCUMENT 34

The Director of Public Instruction forwards for the consideration of the Government of the North-Western Provinces and for onward transmission to the Government of India, the memorial of Officers of his Department requesting that in respect of pay and allowances they may be raised to the same level as Officers in Bengal.

FROM M. Kempson, Esquire, M.A., Director of Public Instruction, North-Western Provinces, to R. Simson, Esquire, Secretary to the Government of the North-Western Provinces, No. 936, dated Bareilly, the 4th August 1868.

I have the honor of forwarding, for His Honor's Kind consideration, and for submission to the Government of India the within memorial of the Officers immediately under me in this Department.¹ I venture further to second their entreaty, for though I am far from agreeing with Sir Alexander Grant in his view of the prospects of the Educational Service, and consider that they arise from a mistaken estimate of its position, yet I am of opinion that the emoluments at present enjoyed by the Officers, whose petition I now endorse, are inadequate, considering the very slow and limited promotion which of necessity clogs their advancement. Moreover, there is no actual reason why their pay and emoluments should not be on the same footing, as in Bengal, out of Calcutta. The Inspectors, indeed, have much harder and more wearying work to perform during their marching season here than in Bengal, because our system insists on a personal visitation of even Hulkabundi Schools.² The Principals and Professors prepare for the same examinations as their Fellows in Bengal, and though their classes are not yet full, the tuition is precisely similar, and they are equally deserving in point of University standing and qualification.

[Home — Edn A Progs, 7 November 1868, No. 9 (recorded in Progs of 24 April 1869).]

ENCLOSURE (ii) IN DOCUMENT 34

The Government of the North-Western Provinces inform the Director of Public Instruction of their inability to recognise the claim of the Educational Officers to be placed on the same footing as Principals and Professors of Colleges in Calcutta, but express their willingness to consider their request if it is for raising them in the matter of emoluments to the level of Inspectors and Officers of mofussil institutions in Bengal.

FROM C. Robertson, Esquire, Junior Secretary to the Government of North-Western Provinces, to M. Kempson, Esquire, M.A., Director of Public Instruction, North-Western Provinces, No. 1306A, dated Nynee Tal, the 21st September 1868.

I am directed to acknowledge the receipt of your letter No. 936, dated the 4th instant, with which you submit a memorial from certain Officers of the Educational Department in these Provinces, praying that in respect of pay and allowances they may be raised to the same level as similar Officers in Bengal.

2. In reply, I am desired to state that the Lieutenant-Governor does not recognise the claims of the Educational Staff in these Provinces to be placed on the same footing as the Presidency Officers, considering the position and requirements of these latter to meet the more advanced scholastic attainments of the metropolitan youth.

3. But as regard the mofussil institutions of Bengal and the Inspecting Agency, the Lieutenant-Governor admits that there may be claim to consideration. If, however, you are desirous of supporting the application of the Memorialists, you ought to submit such a moderate scheme as may appear suitable and be likely to meet the approval of the Government of India. It might be based on the Bengal plan of periodical increments, — a system which, as keeping advancement after periods of approved service in view, has the great advantage of infusing healthy incentive and stimulus into the Department.

4. The memorial received with your letter is herewith returned.

[Home — Edn A Progs, 7 November 1868, No. 9 (recorded in Progs of 24 April 1869).]

ENCLOSURE (iii) IN DOCUMENT 34

The Director of Public Instruction forwards to the Government of the North-Western Provinces the memorial of certain Educational Officers, stating that the desire of the memorialists is to gain the same status in regard to pay and allowances as their counterparts in the mofussil institutions of Bengal.

FROM M. Kempson, Esquire, M.A., Director of Public Instruction, North-Western Provinces, to R. Simson, Esquire, Secretary to the Government of the North-Western Provinces, No. 1297, dated Bareilly, the 1st October 1868.

With reference to your No. 1306A, dated 21st ultimo, in the matter of a memorial presented by Inspectors of Circles and Principals and Professors of Colleges in the North-Western Provinces, asking to be

placed on the same footing, as regards pay, as officers exercising similar functions in Bengal Proper, I have the honor of stating, for His Honor's information, that the desire of the Memorialists (Principals and Professors) is confined to gaining the same status as their Fellows in the Mofussil and not in the Calcutta Colleges. Their claim is recognized by His Honor to this extent in your letter under reply.

2. For facility of reference, I insert here the complete Bengal Establishment, that is, the establishment for Calcutta as well as the Mofussil, which has been enertained since 1865:—

Class I. — The Principal of the Presidency College and the first Inspector, Rupees 1,250, rising to 1,500 in 3 years.

Class II. — 2nd and 3rd Inspectors, two Principals of Colleges (Dacca and Hooghly), two Professors of Presidency College, Rupees 1,000, rising to 1,250, in 3 years.

Class III. — 4th and 5th Inspectors, three Principals of Colleges, (Krishnagur, Berhampore and Patna) five Professors of Presidency College, Rupees 750, rising to 1,000 in 4 years.

Class IV. — Four Professors in Colleges (Hooghly and Dacca); Five Assistant Professors, Presidency College; two Supernumerary Assistant Professors, Presidency College Rupees 500, rising to 750 in 4 years.

3. Of these grades the first is out of the question for the reasons as signed in paragraph 2 of letter under reply; and for the 2nd, 3rd and 4th grades, I would read as follows for the North-Western Provinces in adaptation of existing circumstances:—

Class I. — Inspectors of Ist, 2nd and 3rd Circles, Rupees 800 to 1,200 in 4 years.

Class II. — Principals of the Agra, Bareilly and Benaras Colleges, Rupees 700 to 1,000 in 3 years.

Class III. — Principal, Ajmere College, Rupees 600 to 800 in 4 years.

Class IV. — Professors of Agra, Bareilly and Benares Colleges and Assistant Inspectors of Schools, Rupees 500 to 700 in 4 years.

It will be observed that in each case the minimum salary stated is that now enjoyed, and that the only new element introduced in the existing establishment is the plan of periodical increments of salary which has His Honor's approval.

4. The memorial is now submitted in the hope that the above recommendations will meet His Honor's wishes.

[Home — Edn A Progs, 7 November 1868, No. 9 (recorded in Progs of 24 April 1869).]

ANNEXURE TO ENCLOSURE (iii) IN DOCUMENT 34

Memorial addressed by certain Officers of the Educational Service in the North-Western Provinces to the Secretary of State for India, praying that in respect of pay and allowances they may be raised to the level of their brother Officers in Bengal.

TO The Right Hon'ble Sir Stafford H. Northcote, Bart., Her Majesty's Secretary of State for India.

THE HUMBLE MEMORIAL OF CERTAIN OFFICERS OF THE EDUCATIONAL SERVICE IN THE NORTH-WESTERN PROVINCES OF BENGAL, TO WIT, THE INSPECTORS, PRINCIPALS OF COLLEGES, AND PROFESSORS.

Respectfully sheweth, — That early in the year 1866,³ certain of your Memorialists addressed a petition to His Excellency the Viceroy and Governor General of India in Council, praying that in respect of pay and allowances they might be raised to a level with their brother Officers in Bengal Proper, which boon His Excellency did not at that time see fit to grant.

That, recently proposals for the bettering of the position of the higher Officers in the Educational Service of the Bombay Presidency have been submitted for your consideration, which proposals have, your Memorialists believe, to a certain extent received your approval and sanction.

That in letter No. 9, dated 6th September 1867, from the Government of India to yourself, the following passage occurs in reference to the increase of pay for which the Director of Public Instruction, Bombay, had applied in behalf of his subordinates:—"Sir Alexander Grant then went on to express his opinion that the Bombay Educational Service is 'a very poor, precarious, and, in fact, miserable sphere, into which one can hardly dare to advise any young man of ability and cultivation to enter.' On this point we compared the emoluments and the duties in the Bombay Educational Department with those of the other Educational Departments, *and we did not find the alleged inferiority of the former; indeed, the Bombay Service is actually in a far better position than the same Service in the Punjab, or in any of the minor administrations.*"⁴

That the above remarks of the Government of India apply not less to the North-West Provinces than to the Punjab.

That therefore your Memorialists are emboldened to lay before you this their case, praying your gracious attention to the same.

That your Memorialists, without wishing unduly to dwell upon their own merits, respectfully point to the following facts as showing that they are not unworthy to be placed on a footing with their brother

Officers in Bengal — *First*, that they are entrusted with duties similar in kind and equally important: as Inspectors, for they regulate the education of districts as large, as populous, and as far advanced as any in Bengal; as Principals and Professors, for they prepare students for the same examinations of the same University, to wit, the University of Calcutta: as Examiners, for members of their body are from time to time chosen by the said University to conduct its various examinations from the Matriculation to the M.A. and Honor Degrees. *Secondly*, that in Social position and University distinctions your Memorialists are in no wise inferior to their brother Officers in Bengal.

Your Memorialists would further urge that in so much as they receive lower pay than their brother Officers in Bengal, and have not the like prospect of an annual increase, they are naturally without the same stimulus to exertion; while, owing to the rapid fall in the value of money in India, they are now poorer than were years ago when upon lower salaries.

Wherefore your Memorialists would humbly pray that you may be graciously pleased to place them in every particular in the same position with Educational Officers of the like rank in Bengal:

And your Memorialists, as in duty bound, will ever pray.

T. S. Cann, Inspector, 1st Circle.

R. A. Lloyd, B.A., Cantab, Inspector, 2nd Circle.

R. T. H. Griffith, M.A., Oxon, Principal, Benares College.

H. Templeton, Principal, Bareilly College.

K. Deighton, B.A., Cantab, Principal, Agra College.

E. E. Rogers, M.A., Cantab, Prof. of Literature, Benares College.

E. Baron, M. A., Cantab, Prof. of Mathematics, Bareilly College.

A. S. Harrison, M.A., Cantab, Prof. of Literature, Bareilly College.

W. Jardine, M.A., LL.M., Cantab, Prof. of Law, Agra College.

W. H. Wright, B.A., Cantab, Prof. of Mathematics, Benares College.

G. A. Stack, Prof. of Literature, Agra College.

No. 552 dated Simla, the 6th November 1868, forwarded to the Financial Department for consideration, with the proposed scheme submitted with this Office Resolution No. 639, dated 24th ultimo.

By Order,

G. R. Elsmie,

Officiating Under Secretary to the
Government of India.

[Home — Edn A Progs, 7 November 1868, No. 9 (recorded in Progs of 24 April 1869).]

NOTES

1. See Annexure to Enclosure 3 in Document 34.
2. A *Halka* is a circle or a group of villages. And schools established at the most approximate central place in every such circle were known as *Halka-bandi Schools*. These schools were started on an experimental basis in 1851 by Mr. Alexander, the Collector of Mathura and his object was to improve the indigenous schools. This system was introduced with the concurrence of the land owners. Though the rate-in-aid by land owners varied originally, they ultimately agreed to contribute 1% of the land revenue for the upkeep of these schools. This idea was soon welcomed by the Collectors of the neighbouring districts and within three years the number of schools rose to 759 with 17,000 pupils on the rolls.
See J. A. Richey (ed.), *op cit.*, p. 231; S. Nurullah & J. P. Naik, *History of Education in India*, p. 128; S. N. Mukerji, *History of Education in India*, p. 116.
3. For details, see *Home — Edn A Progs*, June 1866, No. 33.
4. See Document 27.

SECTION VI

INTRODUCTION OF GRADED SERVICE OR INCREMENTAL SCALES
OF PAY IN ALL PROVINCES OF BRITISH INDIA.

[*Documents 35-40*]

The Home Department, Government of India, forwards for the consideration of the Financial Department the Despatch from the Secretary of State, together with office notes and initial orders thereon, regarding the revision of salaries of Educational Officers in India.

No. 639, Dated Simla, the 24th October 1868.

READ Again the under-mentioned correspondence regarding the classification and salaries of Officers of the Educational Department in Bengal:—

From Government of Bengal, No. 1460, dated 23rd March 1864, and enclosures.

Minute by Mr. Maine, dated 12th May 1864.

„ Governor General, dated 13th May 1864.

„ Sir C. Trevelyan, dated 16th May 1864.

„ Mr. Grey, dated 17th May 1864.

„ Mr. Maine, dated 22nd May 1864.

Education Pro-
ceedings, 3rd
June 1864,
Nos. 1 to 7.

To Government of Bengal, No. 1673, dated 22nd February 1865.

Ditto, February
1865, No. 27.

From ditto ditto, No. 3401, dated 11th May 1865, and enclosures. Endorsement to Financial Department No. 1824, dated 26th June 1865.

Resolution, Financial Department, No. 1212, dated 13th July 1865.

Ditto, July 1865,
Nos. 26-31.

From Government of Bengal, No. 323T, dated 10th July 1865.

To ditto ditto, No. 525B., dated 27th July 1865.

Despatch to Secretary of State, No. 11, dated 27th July 1865.

Ditto from ditto, No. 12, dated 8th December 1865.

Endorsement to Bengal, No. 818, dated 24th January 1866.

Read again the following papers relating to the memorial of certain Officers of the Educational Department in Bengal, praying for a re-consideration of the Pension Rules applicable to them :—

From the Government of Bengal, No. 4913, dated 30th November 1867, and enclosure.	}	Education Proceedings, 28th March 1868, Nos. 1-2.
Endorsement to Financial Department, No. 1728, dated 28th December 1867.		
Financial Resolution No. 1274, dated 26th March 1868.	}	Ditto, 4th April 1868, No. 10.
Endorsement to Bengal, No. 189, dated 3rd April 1868.		
From ditto ditto, No. 2331, dated 9th May 1868 and enclosure.	}	Ditto, 23rd May 1868, No. 3.
Endorsement to Financial Department, No. 280, dated 19th May 1868.		
From Financial Department, Nos. 1042-43, dated 14th July 1868.	}	Ditto, July 1868, Nos. 7 to 9.
To the Government of Bengal, No. 433, dated 24th July 1868.		

Read again the Despatch to the Right Hon'ble the Secretary of State, No. 5, dated 11th April 1868, forwarding, with observations, the memorial of the Bengal Educational Officers, above referred to.

Read again the under-mentioned correspondence with the Government of Bombay, on the subject of Sir Alexander Grant's proposals for the re-organization of the higher Educational Service in that Presidency:—

From Government of Bombay, No. 4, dated 31st January 1867, and enclosure.	}	Education Proceedings, March 1867, No. 24.
Despatch from Government of Bombay, to the Secretary of State, No. 2, dated 28th February 1867.		
To ditto, No. 2673, dated 16th March 1867.	}	Ditto, March 1867, No. 25.

Despatch from Government of India, to the Secretary of State, No. 3, dated 21st March 1867.

Ditto to ditto from ditto, No. 5, dated 16th July 1867.

Ditto from ditto to ditto, No. 9, dated 6th Septr., 1867.

Ditto from Government of Bombay, to Secretary of State, No. 1, dated 29th January 1868.

Ditto from Government of India, to the Secretary of State, No. 3, dated 20th February 1868.

Read the Secretary of State's Despatch No. 13, dated the 2nd July 1868, communicating, in reply to the Despatch of the Government of India of the 11th April last, (No. 5) certain remarks for improving the Educational Service throughout India.

Order.— Ordered, that the Despatch from the Right Hon'ble the Secretary of State last mentioned, together with the Office Notes and initial orders thereon, be forwarded, in original, to the Financial Department for consideration and orders.

G. R. Elsmie,
Officiating Under Secretary to the
Government of India

[Home — Edn A Progs, 24 October 1868, No. 34 (recorded in Progs of 24 April 1869).]

36

Resolution of the Financial Department, sanctioning a revised scale of salaries for superior Educational Officers, except those in Bengal, and suggesting separation of the offices of Principal of the Benares College and Inspector of Circle III in the North-Western Provinces.

EXTRACT from the Proceedings of the Government of India, in the Financial Department, — No. 100, under date the 13th January 1869.

READ the following documents regarding a revision of the salaries of Educational Officers in the three Presidencies :—

Extract from Proceedings in the Home Department, No. 639, dated 24th October 1868.

Home Department's endorsement No. 652, dated 6th November 1868.

RESOLUTION

The Governor General in Council observes that a liberal scale of salaries was fixed in 1865 for the superior officers of the Education Department in Bengal,¹ and having regard to the urgent and increasing demands on the funds available for education, it is not desirable to raise that scale.

2. Adverting also to the expediency of employing native agency more extensively in the Education Department, it is not necessary

to regulate the salaries of appointments below those in the classified scale of the Bengal Education Department with any special object of attracting to them gentlemen from English Universities.

3. The classified scale in Bengal does not embrace officers of lower grade than Assistant Inspectors of Schools and Professors in Colleges, which are organised for training students for the B.A. Degree of the Calcutta University. The Head Masters of High Schools, which educate up to the standard of the First Examination in Arts, though they are eligible to appointments in the list, are excluded from it as Head Masters, and its benefits are denied also to Professors of Law, who retain their practice at the Bar. These principles must be maintained in extending the Bengal scale to the remainder of the three Presidencies.

4. The annexed Schedule A shows the existing educational appointments in the Madras and Bombay Presidencies, and in the North-Western Provinces, the Punjab, the minor administrations in the Bengal Presidency, and the Berars, which come within the Bengal scheme of classified appointments. The Governor General in Council has determined to recommend to the Right Hon'ble the Secretary of State for India the revised salaries for those appointments which are shown in the schedule.

5. For the appointment of Director, the revised salaries may be summarised as follow, viz:—

	<i>Present Scale</i>			<i>Revised Scale</i>		
	<i>Minimum</i>	<i>Maximum</i>	<i>Years for reaching the maximum</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Years for reaching the maximum.</i>
	Rs.	Rs.		Rs.	Rs.	
Bengal	2,000	2,500	10	2,000	2,500	10
Madras	2,000	2,000	..	2,000	2,250	5
Bombay	2,500	2,500	..	2,000	2,500	10
North-Western Provs.	{ A 2,000	{ A 2,000	..	2,000	2,250	5
Punjab	1,500	1,500	..	1,500	2,000	5
Central Provinces.	1,000	1,200	5	1,250	1,500	5
Oudh	800	1,000	..	1,000	1,250	5
Berars	1,000	1,500	..	1,250	1,500	5
British Burmah	1,000	1,000	..	1,000	1,250	5
	13,800	15,200	..	14,000	17,000	..

*N.B. All the revised salaries are exclusive of travelling allowance.

A Inclusive of travelling allowance.

6. The appointment in the Bombay Presidency having been vacated by Sir A. Grant, and a successor not having been permanently appointed, the Government of Bombay should be informed that the officer who may be permanently nominated will be limited to the reduced scale of salary should it be approved of by the Secretary of State.

Ist Class, Rupees 1,250, rising to Rupees 1,500 in three years, viz :—

Ist year	..	..	..	50
2nd year	..	..	..	100
3rd year	..	..	..	100

2nd Class, Rupees 1,000, rising to Rupees, 1,250 in three years, as above.

3rd Class, Rupees 750, rising to Rupees 1,000 in four years, viz., Rupees 50 after end of Ist and 2nd years, and Rupees 75 after end of 3rd and 4th years.

4th Class, Rupees 500, rising to Rupees 750 by an annual increase of Rupees 50.

7. The revised salaries of Inspectors, Principals, and Professors on the scale noted on the margin may be summarised as follow:—

	1st Class	2nd Class	3rd Class	4th Class	Total
Bengal	No change				
Madras	1	2	5	5	13
Bombay	1	2	6	4	13
North-Western Provinces	1	1	3	8	13
Punjab	..	2	3	3	8
Central Provinces	..	..	2	1	3
Oudh	..	..	1	1	2
Berars	..	..	1	..	1
British Burmah					
Total	3	7	21	22	53

8. Seeming inequalities in the foregoing proportions of the several grades are due to the necessity of limiting Professors in Mofussil Colleges to the 4th Class. In the North-Western Provinces, the Principal of the Benares College, who is graded in the 3rd Class, receives a staff salary as Inspector, which he will still retain. This will give him an aggregate of emoluments slightly exceeding the salary of the 2nd Class, on which account the number allotted in that class is one less than in the Punjab. It would be a question, however, for the consideration of the Government of India, in the Home Department, whether it would not be advisable to separate the apparently two incompatible duties of Principal and Inspector, and to propose

an additional Inspector to the present Educational Staff in the North-Western Provinces, leaving the salary of the Principal on the proposed scale.

9. In addition to the foregoing appointments, the Government of India will be prepared to allot two Professors in the 4th Class for the Elphinstone College, Bombay Presidency on the Local Government giving effect to the retrenchments which were indicated in the Financial Resolution No. 2212, dated 27th August 1867,² and to allow two Assistant Inspectors in the 4th Class, for the same Presidency, on the general revenues being relieved of the charge for Vernacular Schools of the lower grade, which was imposed on them in 1864 in the absence of an Educational cess,³ but which should cease at the earliest practicable period, now that the cess is being levied in the Bombay Presidency.

10. The Principal of the Ajmere College has been excluded from the foregoing classification, inasmuch as the present pay of the appointment is sufficient, the College being organised to train students up to the First Examination in Arts, merely. On the understanding that the High Schools of Saugor and Raepore will educate students up to that Standard, the salaries of their Head Masters will be raised from Rupees 400 to Rupees 500 a month.

11. The aggregate additional charge, consequent on increasing the salaries of existing appointments to the extent above mentioned, will be Rupees 52,512 yearly at the minimum, or Rupees 1,75,512 at the maximum.

ORDERED, that a copy of this Resolution be sent to the Home Department, with a request that the substance of paragraph 6 may be communicated to the Government of Bombay.

(True Extract.)

R. B. Chapman,
Officiating Secretary to the Government of
India, Financial Department.

[Home — Edn A Progs, 24 April 1869, No. 13.]

ANNEXURE TO DOCUMENT 36
Schedule A

Referred to in Financial Resolution No. 100, dated 13th January 1869.

	Present Scale				Proposed Scale			
	Number	Minimum	Maximum	Years for reaching maximum	Number	Minimum	Maximum	Years for reaching maximum
	1	2	3	4	5	6	7	8
Madras Presidency		Rs.	Rs.			Rs.	Rs.	
Director of Public Instruction	1	2,000	2,000	..	1	2,000	2,250	5
Inspector, 1st Grade	2	1,000	1,250	5	1	1,250	1,500	3
Presidency College Principal		1,000	1,250	5		{ 1,000	1,250	
Inspector, 2nd Grade	1	800	800	..	2	{ 1,000	1,250	
Inspectors	3	{ 700	700	..		{ 750	1,000	
		{ 700	700	..	5	{ 750	1,000	4
		{ 700	700	..		{ 750	1,000	
Combaconum College Principal	1	700	700	..		{ 750	1,000	
		{ 500	600			{ 750	1,000	
Presidency College Professors	4	{ 500	600	5		{ 500	750	
		{ 500	600			{ 500	750	
		{ 500	600			{ 500	750	
Ditto of Vernacular Literature	1	400	500	5	5	{ 500	750	5
1 Extra Inspector of Schools	1	350*	350	..		{ 500	750	
Total	14	10,350	11,350	..	14	11,500	15,000	
Additional Charge	..	..	..	..	..	1,150	3,650	

Schedule A — (Contd.)

	1	2	3	4	5	6	7	8
Bombay Presidency								
Director of Public Instruction	1	2,500	2,500	..	1	2,000	2,500	10
Inspector, Senior		1,000 +	1,300	12	1	1,250	1,500	3
Principal, Elphinstone College	2	1,000 +	1,300	12		{ 1,000	1,250	3
Inspector, Northern Division		800	1,100	12	2	{ 1,000	1,250	3
Inspector, Southern Division	2	800	1,100	12		{ 750	1,000	3
"		500	800	12		{ 750	1,000	4
Elphinstone College Professors	3	500	800	12	6	{ 750	1,000	4
"		500	800	12		{ 750	1,000	4
Poona College Principal	2	700	1,000	12		{ 750	1,000	4
" Civil Engineering College		1,000	1,000	..		{ 750	1,000	4
Assistant Inspector	1	500	800	12		{ 500	750	5
"		500	800	12		{ 500	750	5
Poona College Professors	3	500	800	12	4	{ 500	750	5
"		500	800	12		{ 500	750	5
Total	14	11,300	14,900	..	14	11,750	15,500	
Additional Charge						450	600	

Schedule A — (Contd.)

	1	2	3	4	5	6	7	8
North Western Provinces								
Director of Public Instruction	1	2,000	2,000	..	1	2,000	2,250	6 ⁺
Inspector, 1st Circle	2	800	800	..	1	1,250	1,500	3
Inspector, 2nd Circle	1	800	800	..	1	1,000	1,250	3
Principal, Agra College	1	700	700	..	3	750	1,000	4
Principal, Bareilly	1	700	700	..	3	750	1,000	4
Principal, Banarès	1	700S	700	..	3	750	1,000	4
Inspector, 3rd Circle	..	350S	350	..	..	350	350	5
Inspector, Kumaon Circle	1	604@	604	..	..	500	750	5
Joint Inspector, 3rd Circle	1	500	500	..	8	500	750	5
Professors, Agra College	2	500	500	8	8	500	750	5
Professors, Bareilly	2	1,000	1,000	..	..	1,000	1,500	5
Professors, Banarès	2	1,000	1,000	..	..	1,000	1,500	5
Total	14	10,154	10,154	..	14	10,850	14,350	
Additional Charge	..	..	..	..	..	696	4,196	

* Besides Rupees 150 as Head Master.

+ Besides house-rent at Rupees 200 a month. Not specified in scheme.

S These are held by the Principal of the Benarès College.

@ Would increase on promotion to Major by Rupees 266-13.

Schedule A — (Contd.)

	1	2	3	4	5	6	7	8
Punjab		Rs.	Rs.			Rs.	Rs.	
Director of Public Instruction	1	1,500	1,500	..	1	1,500	2,000	5*
Inspectors	3	800	800	..		1,000	1,250	3
		700	700	..	2	1,000	1,250	3
		600	600	..		750	1,000	
Principal, Lahore College	1	760	760	..	3	750	1,000	4
" Delhi "	1	660	660	..		750	1,000	
Inspector	1	500	500	..		500	750	
Professor, Delhi College	1	600	600	..	3	500	750	5
" Lahore "	1	500	500	..		500	750	
Total	9	6,620	6,620	..	9	7,250	9,750	
Additional charge	..	..	..	..	..	630	3,130	
Central Provinces								
Director of Public Instruction	1	1,000	1,200	5	1	1,250	1,500	3
Inspectors	3	800	800	..	2	750	1,000	
		500**	500	..		750	1,000	4
		500	500	..	1	500	750	
Head Master, Saugar High School	1	400	400	..	1	500	500	
" Raepore "	1	400	400	..	1	500	500	
Total	6	3,600	3,800	..	6	4,250	5,250	
Additional Charge	..	..	..	..	..	650	1,450	

Schedule A — (Contd.)

	1	2	3	4	5	6	7	8
Oudh								
Director	1	800	1,000	..	1	1,000	1,250	3
Inspector	1	600	600	..	1	750	1,000	4
„ (Native)	1	300	300	..	1	500	750	5
Total	3	1,700	1,900	..	3	2,250	3,000	
Additional Charge	..	..	..	..	..	550	1,100	
Berars								
Director of Public Instruction	1	1,000	1,500	..	1	1,250	1,500	
Inspector	1	750	750	..	1	750	1,000	
High School	..	..	..	..	..	..	..	
Additional Charge Total	2	1,750	2,250	..	2	2,000	2,500	
Additional Charge	..	..	..	..	..	250	250	
British Burmah.								
Director of Public Instruction	1	1,000	1,000	..	1	1,000	1,250	
Addition Charge	..	..	..	..	..	..	250	

* Not specified in scheme.

** Present incumbent Rs. 600

ABSTRACT

	Present Scale			Proposed Scale			Increase in strength		Increase of pay		Total additional charges	
	Number	Mini- mum	Maxi- mum	Number	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Bengal	No change proposed.											
Madras	14	10,350	11,350	14	11,500	15,000					1,150	3,650
Bombay	14	11,300	14,900	14	11,750	15,500					450	600
North-Western Provinces	14	10,154	10,154	14	10,850	14,350					696	4,196
Punjab	9	6,620	6,620	9	7,250	9,750					630	3,130
Central Provinces	6	3,600	3,800	6	4,250	5,250					650	1,450
Oudh	3	1,700	1,900	3	2,250	3,000					550	1,100
Berars	2	1,750	2,250	2	2,000	2,500					250	250
British Burmah	1	1,000	1,000	1	1,000	1,250					..	250
	63	46,474	51,974	63	50,850	66,600					4,376	14,626

[Home—Edn A Progs, 24 April 1869 No. 13.]

[Home—Edn A Progs, 24 April 1869, No. 13).]

37

The Home Department concurs in the Financial Department's view that the offices of Principal of the Benares College and Inspector of Circle III in the North-Western Provinces should be separated, and suggests that the former be ranked in the proposed Class II and the latter in the Class III, the Joint Inspectorship provided for in Class IV being abolished.

Office Memorandum No. 205, dated the 23rd April 1869.

ADVERTING to paragraph 8 of the Resolution recorded in the Financial Department, No. 100, dated the 13th January last, on the subject of the revision of the salaries of the superior Educational Officers in the three Presidencies, the undersigned is directed to state that, in the opinion of this Department, it is unquestionably very desirable to do away with the present anomalous union of the Offices of Inspector of the third Circle in the North-Western Provinces, and Principal of the Benares College. But having regard to the onerous and varied duties which devolve upon the Principal of the Benares College in the superintendence of three departments, viz., the Anglo-Vernacular College, the Sanscrit College and the Anglo-Sanscrit College, this department would prefer to rank him in the proposed 2nd Class, on a salary of Rupees 1,000, rising to Rupees 1,250, in three years.

2. To compensate for this change in the scheme suggested by the Financial Department, the Additional Inspector, whom it will be necessary to appoint, should rank in the 3rd Class, the Joint Inspectorship provided for in the 4th Class being abolished.

3. There will be in the North-Western Provinces, as in the Punjab, two Officers of the second, and three of the 3rd Class, and the desired uniformity will be secured. The appointments will stand as follows:—

Director of Public Instruction	Rupees 2,000, rising to Rupees 2,250 in six years.
	Ist Class
Inspector, Ist Circle	Rupees 1,250, rising to Rupees 1,500 in three years.
	2nd Class
Inspector, 2nd Circle	Rupees 1,000, rising to Rupees 1,250 in three years.

		3rd Class
Principal, Benares College		Rupees 750, rising to
„ Agra „		Rupees 1,000 in four years.
„ Bareilly „		
Inspector, 3rd Circle		
		4th Class
Inspector, Kumaon Circle		Rupees 500, rising to
Professors, Benares College	2	Rupees 750 in five years.
„ Bareilly „	2	
„ Agra „	2	

4. The undersigned is desired to remark that the Principal of the Benares College is at present in receipt of allowances exceeding the initial salary of the grade in which it is proposed to place him, and to suggest that he should be allowed to draw at once the salary of the 2nd years. I am to add that it has been ascertained that the scheme above described will exactly meet the present circumstances and requirements of the Educational Staff in the North-Western Provinces.

To the Financial Department.

E. C. Bayley,
Secretary to the Government of India.

[Home — Edn A Progs, 24 April 1869, No. 14.]

38

Resolution of the Financial Department, sanctioning the proposals of the Home Department in regard to the revision of the salaries of Educational Officers in the North-Western Provinces.

EXTRACT from the Proceedings of the Government of India, in the Financial Department, — No. 984, under date Simla, the 1st June 1869.

READ the under-mentioned papers:—

Resolution No. 100, passed in this Department on the 13th January 1869, sanctioning a revised scale of salaries for superior Officers of the Education Department throughout India, except Bengal, and suggesting, for consideration in the Home Department, that the offices of Principal of the Benares College and Inspector of schools in the Third Circle in the North-Western Provinces should be disjoined.

Office Memorandum from the Home Department, No. 205, dated the 23rd April 1869, proposing to carry out the suggestion in the Resolution mentioned above by revising, as shown below, the scale of salaries sanctioned in that Resolution for Educational Officers in the North-Western Provinces, and allowing the present incumbent of the Office of Principal of the Benares College to enter the revised scale on a salary of Rupees 1,050 per mensem :—

RESOLUTION :—The proposals of the Home Department are sanctioned.

ORDER :—Ordered, that the foregoing Resolution be communicated to the Home Department and the Accountant General, North-Western Provinces.

(True Extract)

R. H. Hollingbery,
Assistant Secretary to the Government of India,
Financial Department.

No. 338, dated Simla, the 29th June 1869.

COPY forwarded to the Government of the North-Western Provinces for information, with reference to communication thence, No. 1812A, dated the 24th of October 1868, with the intimation that the Resolution should not be acted on till the receipt of approval of the Secretary of State to the proposals which have been submitted to him.

By Order,
A. P. Howell,
Under Secretary to the Government of India.

[Home — Edn A Progs, 3 July 1869, No. 6.]

39

The Secretary of State for India confirms the arrangements of the Government of India in regard to the revision of salaries of superior Educational Officers in India.

Financial,
No. 219.

India Office, London,
24 June 1869.

TO His Excellency the Right Honourable the Governor General of India in Council.

My Lord,

Para. 1. I have considered in Council your letters, dated the 27th January and 8th March 1869, Nos. 26 and 54, forwarding statements of increases of salaries and establishments proposed by your Government, and in some instances sanctioned in anticipation of approval, for the year 1868-69,⁴ and I have now to communicate to you my decisions thereon.

* * * *

37. These arrangements are confirmed, but I see no sufficient reason for their having been sanctioned without previous reference to the Home Government under the rule applicable to increases of salary in India.

35. Revised scale of salaries for the superior Educational Officers of the several Presidencies and Provinces, involving aggregate minimum increase of Rs. 4,376, and a maximum increase of Rs. 14,626. Sanctioned.

* * * *

I have the honour to be

My Lord,

Your Lordship's most obedient, humble
Servant,

(Signed) Argyll.

[Despatch (Financial) from the Secretary of State for India, 24 June 1869, No. 219.]

40

Resolution of the Financial Department, Government of India, authorising payment of revised salaries to superior Educational Officers with effect from the beginning of the year 1870-71.

EXTRACT from the Proceedings of the Government of India in the Financial Department, — No. 1831, under date Simla, the 13th July 1870.

READ again —

Paragraph 37 of the Financial despatch from Her Majesty's Secretary of State for India, No. 219, dated 24th June 1869, sanctioning a revised scale of salaries for the superior officers of the Education Department throughout India outside the Lower Provinces of Bengal.

RESOLUTION. — The Governor General in Council observes that, under rule, an increase which raises a salary above Rupees 5,000 a year takes effect, unless otherwise specially ordered, from the beginning of the official year following that in which the sanction of the Secretary of State may have been received.

2. Owing to the largeness of the amount involved in the increases above-mentioned of the salaries of the superior officers of the Education Department, the propriety of giving effect to the increases was questioned in the present state of the finances.

3. In making up the budget estimate for 1870-71, the subject was fully considered, and it was determined to issue the increases of salary with effect from the beginning of 1870-71. The budget provision for this purpose in some of the local estimates, which has been challenged on the first review of them, was accordingly allowed to stand, and it was added in others in which it had been omitted.

4. The Governor General in Council is accordingly pleased to authorise payment of the increases of salary with effect from the beginning of 1870-71.

ORDER. — Ordered, that a copy of this resolution be sent to the Home Department, with reference to its endorsement No. 180, dated the 29th March 1870, and with an extract of paragraph 37 of the despatch of the Secretary of State, No. 219, dated 24th June 1869, and also with an extract of the same paragraph and with a copy of Financial resolution No. 100, dated 13th January 1869, and its annexure, to the several accountants general and deputy accountants general in independent charge, with the exception of the Accountant General, Bengal, and the Deputy Accountant General, Mysore.

R. H. Hollingbery,
Assistant Secretary to the Government of India,
Financial Department.

[Home — Edn A Progs, 23 July, 1870, No. 13 Fin-Exp.
(Edn, Sc. & Art) A Progs, July 1870, No. 50.]

NOTES

1. They were sanctioned under Financial Resolution No. 1212 of 13 July 1865. For the text of the Resolution, see Home — Edn A Progs, July 1865, No. 28.
2. Suggests reduction of unnecessary expenditure in the Elphinstone College, Bombay, and the use of the saving for the revival of a separate chair for History. For the text of the Resolution, see *Fin-Exp.* A Progs, August 1867. No. 193.
3. Government of India sanctioned an additional expenditure of Rs. 1 lakh for vernacular schools in the Bombay Presidency on the understanding that it would be incurred only in proportion as satisfactory arrangement could be made.
For the text, see *Fin.-Exp.* A Progs, December 1864, No. 209.
4. *Financial Despatch to the Secretary of State for India*, No. 29 of 26 January 1869, forwards the Financial Resolution No. 100 of 13 January 1869 with a statement of proposed increase of salaries of the officers of the higher branch of Educational Department in the Bombay and Madras Presidencies and other provinces except Bengal. *Financial Despatch to the Secretary of State for India* No. 54 of 8 March 1869, forwards supplemental statement of proposed salaries for certain officers of the Educational Department in the Bombay and Madras Presidencies for approval.

SECTION VII

RETIREMENT BENEFITS FOR OFFICERS IN THE EDUCATION
DEPARTMENT AND MODIFICATION OF LEAVE AND PENSION
RULES FOR UNCOVENANTED CIVIL SERVANTS.

[*Documents* 41-86]

Government of Bengal favour pensionary benefits for the Professors of Government Colleges after a service of 15 and 22 years and solicit orders of the Governor General-in-Council.

FROM C. T. Buckland, Esquire, Junior Secretary to the Government of Bengal, to C. Beadon, Esquire, Secretary to the Government of India, No. 99, dated the 23rd February 1859.

I am directed by the Lieutenant Governor to submit the Annexed

Extract from a letter from the Director of Public Instruction, No. 235, dated 12th Feb. 1859.

“Are Professors of Colleges entitled to the privilege of pension on the same terms as to period of service with the Principals of Colleges and Native Judges?”

Extract from a letter from the Director of Public Instruction, and to request the orders of His Excellency the Governor General in Council

on the point therein referred to.

2. His Honor is of opinion that Professors of Government Colleges should be allowed to retire on pension after a service of 15 and 22 years. This privilege is conceded to Head Masters of small Zillah Schools, and if denied to the Professors, will necessarily place them in a position inferior to that of the Head Masters, who are otherwise considered scarcely equal to them in point of rank.

[Home — Edn A Progs, 18 March 1859, No. 1.]

Governor General-in-Council declines to allow pensionary benefits to the Professors of Government Colleges after 15 and 22 years of service.

FROM R. B. Chapman, Esquire, Under Secretary to the Government of India, to C. T. Buckland, Esquire, Junior Secretary to the Government of Bengal, — No. 570, dated the 18th March 1859.

I am directed to acknowledge the receipt of your letter No. 99, dated the 23rd ultimo, and to inform you in reply that His Excellency the Governor-General in Council declines to entertain the proposal for pensioning Professors of Colleges on retirement after 15 and 22 years' service.

[Home — Edn A Progs, 18 March 1859, No. 2.]

43

The Government of Madras recommend to the Secretary of State for India the extension of retirement benefits to all the officers in the Education Department irrespective of their salaries.

No. 39 of 1859

TO The Right Honourable Lord Stanley, Secretary of State for India.

My Lord,

In their Despatch to the Government of India, dated 20th July, Letter from Director of Public Instruction, dated No. 23 of 1853, the Court of Directors, in sanctioning the extension of the benefits of the Superannuation Pension Rules to their Officers in the Educational Department, determined "that the Principals and Head Masters of Colleges or schools shall be ranked in the same class with Law Officers and Native Judges, and, in like manner with them, be qualified, if incapacitated by age or infirmity to receive Pensions equivalent to one-third of their average monthly salary after 15 years' service, and to one-half after a service of 22 years or upwards."

2. The Director of Public Instruction has in a letter of the 17th March last, (copy of which is forwarded), pointed out how unequally the Rule in question operates on certain classes of the Educational Servants, and has asked for a revision of the Pension Rules in favour of all Officers in the Educational Department receiving salaries of Rs. 300 per mensem or upwards.

3. We think with Mr. Arbuthnot that the rules to which he refers should be extended, but we would not confine their operation to servants drawing monthly Rs. 300 or upwards. We would make the application general.

4. We beg therefore to recommend that the following rules be adopted in regard to all servants in the Educational Department:—

- Ist. All Servants in the Educational Department will be allowed to retire on Medical Certificate after 15 years' service on one-third of their average monthly salary for the preceding 5 years.
- 2nd. After 22 years' service they will be allowed to retire on Medical Certificate on half such average salary.

- 3rd. After 25 years' service they will be considered as having a right to retire on half salary absolutely and without furnishing Medical Certificate.
- 4th. After 35 years' service they will be required to retire as a matter of course.

FORT ST. GEORGE,

The 3rd May 1859.

We have & ca.

Sd/- C. E. Trevelyan/Pate. Grant/Walter
Elliot/W. A. Morehead.

[Home — Pub. Cons., 24 October 1861, No. 49 K.W., Despatch (Public) to the Secretary of State for India, 3 May 1859, No. 39.]

44

Secretary of State for India declines to entertain the proposals of Madras Government regarding retirement benefits for the officers in the Education Department in absence of any opinion by the Government of India.

Financial
No. 20

India Office
London, 21st July 1859.

HIS Excellency the Hon'ble the Governor in Council, Fort St. George.

Sir,

I am of opinion that some modifications may be required in the pension rules of the uncovenanted service, in order to adapt them to the circumstances of the Department of Education and especially to the case of those gentlemen whose services are engaged in this country for employment in the higher appointments.

Letter dated 3rd May (No. 39) 1859.

Recommending with reference to a letter from the Director of Public Instruction on the operation of the uncovenanted Service pension rules, in respect to the Officers of the Educational Department that certain modified rules be laid down applicable to all the servants in the Department.

2. The question however is not limited to your Presidency and any changes which may be thought desirable must be applied equally to the whole of India. I am unable therefore in the absence of an opinion by the Government of India, to entertain, the proposals which you have submitted for a change in the rules regulating the grant of pensions in the Department of Education.

I have & ca.,
(Signed) C. Wood.

[Home — Pub. Cons., 24 October 1861, No. 49 K.W.]

The Government of Madras request the Government of India for their views on proposed extension of the retirement benefits to all the officers in the Education Department irrespective of their salaries.

FROM T. Pycroft, Esquire, Chief Secretary to the Government of Fort St. George, to the Secretary to the Government of India, — No. 1435, dated the 16th September 1859.

In a recent Despatch, Financial Department, No. 20 of 1859, dated 21st July, the Right Hon'ble the Secretary of State, replying to a Despatch from this Government, dated 3rd May last, Public Department, No. 39,* has expressed his opinion

*Note.—Copy forwarded to the Government of India. that some modifications may be required

in the Pension Rules of the Uncovenanted Service, in order to adapt them to the circumstances of the Department of Education, and especially to the case of those gentlemen whose services are engaged in England for employment in the higher appointments.

2. As, however, the question is not limited to this Presidency, and any change which may be thought desirable must be applied equally to the whole of India, Sir C. Wood has stated his inability to entertain the proposals of this Government upon the subject in the absence of any opinion by the Government of India.

3. With reference to this communication, as also to your letter, dated 23rd July last, No. 1484,¹ I am desired to solicit attention to

Letter from Director of Public Instruction, dated 17th March 1859.

Minute by the Hon'ble the President, dated 6th April 1859.

Proceedings of Government, dated 26th April 1859, No. 638 — forwarded to the Government of India on the 23rd May following.

the Despatch from this Government to the Right Hon'ble the Secretary of State for India, dated 3rd May last, and to the correspondence, (as per margin therein referred

to) and to request that this Government may be favoured with the sentiments of the Government of India on the proposed Pension Rules for servants in Educational Department.

46

Government of Bengal forward to the Government of India a Memorial from the officers of Bengal Educational Service, addressed to the Secretary of State for India, praying for the extension of pensionary benefits accorded to the Principals and Head Masters after retirement.

FROM Rivers Thompson, Esquire, Junior Secretary to the Government of Bengal, to the Secretary to the Government of India — No. 450, dated the 29th September 1859.

Referring to the correspondence noted in the margin, I am directed to forward herewith a copy of a letter, and of its enclosure, from the

Letter to Secretary to Government of India, Home Department, No. 99, dated 23rd February 1859.

Officiating Director of Public Instruction, No. 1749 dated the 13th

Letter from Under Secretary, Government of India. Home Department, No. 570, dated 18th March 1859.

ultimo, together with a Memorial, in original, from the Inspectors,

Professors, Assistant Professors and other Officers of the Bengal Education Service to the address of the Right Hon'ble the Secretary of State for India; praying for a modification of the 4th Clause in the Despatch* of the late Hon'ble the Court of Directors, in order that the privilege, now

No. 23 of 1853.*

accorded to Principals and Head Masters in respect to retiring pensions, may be extended to them.

2. The Lieutenant-Governor desires me to remark that it seems anomalous that Inspectors who are of a grade superior to that of Principals, and Professors who are of a grade superior to that of Head Masters, should be on a worse footing than those of the inferior grades in regard to pensions.

[Home — Pub. A Progs, October 1861, No. 45.]

ENCLOSURE IN DOCUMENT 46.

Captain W. H. Lees officiating Director of Public Instruction forwards to the Government of Bengal copy of a letter from the Principal of the Hooghly College, together with a Memorial, from the officers of the Bengal Educational Service.

FROM Captain W. N. Lees, LL.D., Officiating Director of Public Instruction, to Rivers Thompson, Esquire, Junior Secretary to the Government of Bengal, — No. 1749, dated the 13th August 1859.

I have the honor to forward herewith the accompanying copy of a letter No. 136, dated 11th instant, from the Officiating Principal of the Hooghly College, together with the Memorial there-in referred to in original.

2. That the Pension Rules, as extended by the late Hon'ble the Court of Directors, alluded to in the Memorial, operate unjustly there can be no doubt, but I do not feel called upon to express any opinion as to whether its privileges should be further extended so as to meet the views of the Memorialists, or the whole subject reconsidered.

[Home — Pub. A Progs, October 1861, No. 46.]

ANNEXURE TO ENCLOSURE IN DOCUMENT 46

Mr. E. Lodge officiating Principal of the Hooghly College forwards to the Director of Public Instruction, Bengal, a Memorial from the officers in the Bengal Educational Service.

FROM E. Lodge, Esquire, Officiating Principal of the College of Mahmed Mohsin, to Captain W. N. Lees, LL.D., Officiating Director of Public Instruction, No. 136, dated the 11th August 1859.

I have the honor to request that you will be pleased to despatch to His Honor the Lieutenant-Governor the enclosed Memorial from the Inspectors, Principals, Professors, Assistant Professors and Head Masters in the Government Education Service in Bengal, in the hopes that he will forward it through the usual channel to Her Majesty's Secretary of State for India, with such favorable remarks as we have been induced to believe, from the concluding paragraph of a letter No. 271, dated 8th June 1859,² from the Officiating Junior Secreatry to the Government of Bengal to yourself, he is prepared willingly to make.

2. I may observe that to save time and to avoid accidents, the signatures of the gentlemen at a distance from the Presidency have been attached, at their own request, by myself.

[Home — Pub. A Progs, October 1861, No. 46.]

APPENDAGE TO THE ANNEXURE ABOVE

Memorial addressed to the Secretary of State for India by the officers in the Bengal Educational Service pleading for the grant of same pensionary benefits to the Inspectors, Professors and other officers as allowed to the Principals and Head Masters.

TO the Right Hon'ble the Secretary of State for India,
THE HUMBLE MEMORIAL OF THE UNDERSIGNED INSPECTORS,
PRINCIPALS, PROFESSORS, ASSISTANT PROFESSORS AND HEAD
MASTERS IN THE BENGAL EDUCATION SERVICE.

Respectfully Sheweth, — That the late Hon'ble the Court of Directors, in their Despatch No. 23 of 1853, were pleased to extend to the Officers of the Government Education Department the same privileges with respect to retiring pensions as had been previously granted to certain other branches of the Uncovenanted Service.

2. That the fourth paragraph of the Despatch contains the following clause :—"We have also determined, with a view of shewing our estimation of the importance of their services, that the Principals and Head Masters of Colleges or Schools shall be ranked in the same class with Law Officers and Native Judges, and in like manner with them be qualified, if incapacitated by age or infirmity, to receive pensions equivalent to one-third of their average monthly salary after fifteen years' service, and to one-half after a service of twenty-two years."

3. That although in the Hon'ble Court's Despatch Principals and Head Masters are alone expressly mentioned, your Memorialists would respectfully submit that it could hardly be intended to exclude Inspectors and Professors from the privileges conferred by the clause quoted — the former holding a rank higher than either Principals or Head Masters, and the latter a rank intermediate to the two.

4. That your Memorialists entertained, no doubt, that Inspectors and Professors were constructively entitled to pensions on the same terms as were Principals and Head Masters, until the question was referred by His Honor the late Lieutenant-Governor of Bengal for the decision of the Supreme Government, — when His Excellency the Governor General in Council "declined to entertain the proposal of pensioning Professors after 15 and 22 years' service."

5. That one of your Memorialists was Inspector of all Government Colleges and Schools in Bengal from 1844 till 1849 inclusive; that on the temporary abolition of the Inspectorship, he was appointed to a Principalship, and in 1857 again appointed an Inspector.

6. That another of your Memorialists was Head Master in the Hindu College from 1846 till 1854, when he was appointed a Professor of the Presidency College.

7. That another Memorialist was Head Master of the Hooghly College from November 1844 till February 1857, when he was promoted to the Professorship of English Literature in the same College.

8. That the literal interpretation of the clause quoted would operate injuriously upon the Officers referred to in paragraphs 5, and 7, and your Memorialists would respectfully urge that it could never have been contemplated that the acceptance of a higher post, in simple conformity with the orders of Government, should involve the forfeiture of existing privileges, and the postponement for 8 additional

years of any claim to the higher pension, and for 5 years to the lower pension.

9. That such an interpretation of the clause would likewise operate injuriously upon the interests of Education in India generally, as it would preclude Principals from accepting the higher offices for which their experience ought to render them the best qualified. It would also discourage qualified Europeans from entering the service, should they be required to serve thirty years before they could obtain the higher pension, and even then dependently on their being incapacitated by age or infirmity for further service. In the case of Europeans such a rule would be tantamount to a life exile, and it would be felt the more from the fact of their being placed in a far worse position than Native Judges and Native Head Masters of Zillah Schools, who after serving for twenty-two years in their own country, may enjoy handsome annuity for the remainder of their lives.

10. That the offices which would be affected by the extension of the rule are sixteen in number, most of which are now, and probably always, will be held by Graduates of the Home Universities, and who, at the time of their being appointed to such offices, are some years above the average age of men, when they first enter the other Indian services.

11. That for the reasons stated your Memorialists humbly solicit that the clause quoted in paragraph 2 may be modified, so that the privileges now accorded to Principals and Head Masters may be extended to all Uncovenanted Officers holding the appointments of Directors, Inspectors, Professors and Assistant Professors of any branch of English Literature or Science. And your Memorialists, as in duty bound, will ever pray, &c.

(Signed) E. Lodge,
Inspector of Schools, South Bengal.
A. S. Harrison, B.A.,
Inspector of Schools, Behar Division.
And sixteen others.

CALCUTTA;
The 10th August, 1859.

47

Government of India desire the Memorialists to be informed that the question of the modification of Pension Rules, raised by them, was already engaging their attention.

FROM W. Grey, Esquire, Secretary to the Government of India, to Rivers Thompson, Esquire, Junior Secretary to the Government of Bengal, — No. 2135, dated the 28th October 1859.

I am directed to reply to your letter No. 450, dated 29th September (but received only on the 13th October), with which you submit a Memorial from the Inspectors, Professors, Assistant Professors and other Officers of the Bengal Education Service to the address of the Secretary of State for India, praying for a modification of the Pension Rules at present applicable to them.

2. The President in Council requests that the Hon'ble the Lieutenant-Governor will cause the Memorialists to be informed that the exact question raised by their Memorial has been already brought by the Madras Government under the consideration of the Secretary of State, who has in reply intimated a wish to be furnished with the opinion of the Government of India upon it.

3. The question is accordingly now engaging the attention of the Hon'ble the President in Council in communication with the several local Governments, and he proposes, therefore, to detain the Memorial now submitted until he is in a position to report his views upon the question to the Home Government.

[Home — Pub. A Progs, October 1861, No. 48.]

48

Government of India invite the views of Local Governments on the proposals of Madras Government pertaining to modification of Pension Rules for Uncovenanted Service in the Education Department.

FROM R. B. Chapman, Esquire, Under Secretary to the Government of India,

To the Offg. Secy. to Govt. of Bengal, — 2041,)	} Dated the 15th October 1859.
To the Secy. to Govt. N. W. Provinces, — No. 2075,)	
To the Secy. to Govt. of Punjab, — No. 2076,)	
To the Secy. to Govt. of Bombay, — No. 2077,)	

I am directed to forward the accompanying copy of the letter marginally noted, from the Government of Fort St. George to the Right Hon'ble the Secretary of State, recommending certain modifications in the Pension Rules of the Uncovenanted Service, as applicable to the Educational Department; and suggesting additional rules for adoption in regard to all servants in that Department.

2. The Hon'ble the President in Council desires to be furnished with the sentiments of the Hon'ble the Lieutenant Governor/Right Hon'ble the Governor in Council on the proposals of the Madras Government generally and more especially on Rule 3,³ the expediency of which, as applying exclusively to the Education Department, seems to His Honor in Council to be doubtful.

[Home — Pub. A Progs, October 1861, No. 49.]

49

The Lieutenant Governor of Punjab does not favour the grant of more liberal Pension Rules unless they are extended to Uncovenanted Servants in other Departments.

FROM R. H. Davies, Esquire, Secretary to the Government of Punjab and its Dependencies, to W. Grey, Esquire, Secretary to the Government of India, — No. 2587, dated Lahore, the 27th October 1859.

I am directed to acknowledge your despatch of the 15th instant, No. 2076, calling for the opinion of the Hon'ble the Lieutenant-Governor in regard to a proposal made by the Government of Madras for modifying the Pension Rules, in as far as they affect Uncovenanted Servants of the Educational Department.

2. In reply I am to state, that the Lieutenant-Governor is not in favour of granting more favorable Pension Rules, unless they are extended to Uncovenanted Servants in other Departments.

[Home — Pub. A Progs, October 1861, No. 50.]

50

The Governor-in-Council at Bombay does not favour the expediency of granting exemption from the operation of existing Pension Rules and that of framing additional rules for officers in Education Department.

FROM H. Young, Esquire, Chief Secretary to the Government of Bombay, to W. Grey, Esquire, Secretary to the Government of India, — No. 2679, dated the 15th November 1859.

I am directed to acknowledge the receipt of your letter No. 2077, dated 15th October 1859, inviting this Government to communicate their sentiments on the proposals of the Madras Government for modifying the Pension Rules of the Uncovenanted Service, as applicable to the Educational Department, and suggesting additional rules for adoption in regard to all servants in that Department.

2. The Right Hon'ble the Governor in Council directs me to observe that the ground on which the exceptional privileges rest, which have been granted by the Pension Rules to Law Officers and Native Judges, is the comparatively advanced age at which the persons holding these appointments may be supposed to enter on the public service. The Principals and Head Masters of Colleges and Schools have been classed with the Officers above-mentioned obviously, because like them they are generally considerably advanced in life before their public service commences.

3. This reason does not appear to His Lordship in Council to apply to all Educational Officers many of whom receive Government appointment at a very early age. It would, in the opinion of this Government, be exceedingly inexpedient to extend privileges in the way of Pension to any special Department of the public service irrespective of the especial claim to such privilege which may arise from circumstances recognized in all Departments.

4. This Government would therefore recommend that, unless in special cases, where claimants for pension may have fitted themselves by a long course of special training for particular offices, no exemption should be granted from the operation of the Pension Rules.

51

The Lieutenant Governor, N.W.P. has no objection to extend the pensionary benefits enjoyed by the Principals and Head Masters to other officers drawing a salary of Rs. 300/- per mensem and upwards but objects to their proposed exemption from furnishing medical certificates.

FROM George Couper, Esquire, Secretary to the Government of the North-Western Provinces, to W. Grey, Esquire, Secretary to the Government of India, — No. 7A, dated Camp Cawnpore, the 28th November 1859.

I am directed to acknowledge your letter No. 2075, dated 15th ultimo, in which the Government of India ask whether, in the opinion of the Lieutenant-Governor, the rules under which Principals and Head Masters of Colleges and Schools, retiring on Medical Certificate after 15 years' service, receive pensions equivalent to one-third of their average monthly salary, and one-half after a service of 22 years and upwards, shall be extended to all Officers in the Educational Department receiving salaries of Rupees 300 per mensem and upwards, as suggested by the Director of Public Instruction in Madras, or be made generally applicable to all the Officers in that Department as proposed by the Madras Government.

2. In reply I am directed to forward the accompanying copy of a letter No. 1065, dated 7th instant, from Mr. Reid, on the subject from which His Honor the President in Council will perceive that that Officer coincides in opinion with Mr. Arbuthnot.

3. As Principals and Head Masters of Colleges already enjoy this privilege, the Lieutenant-Governor would not object to extend it to other Officers drawing salaries of Rupees 300 per mensem and upwards. But he can see no reason for extending so very material an indulgence as that contained in the third Rule proposed by the Madras Government, viz. that after 25 years' service they will be considered as having a right to retire on half salary absolutely, and without furnishing Medical Certificate to the Officers of the Educational Department. He does not believe that the wear and tear of constitution is greater in this than in any other Civil Department of the State, nor is he disposed to attach much weight to the fact that Officers of the Educational Department came out later to this country. He is not prepared to admit that a few additional years of youth passed in his native land ought to give a man a claim to retire thither earlier, and on more favorable conditions than his fellow servants of Government

in another Department who has passed his life from boyhood upwards in the service of the State.

[Home — Pub. A Progs, October 1861, No. 52.]

ENCLOSURE IN DOCUMENT 51

Director of Public Instruction, North West Provinces submits his views on the proposed modification of Pension Rules in respect of Uncovenanted Service in the Education Department.

FROM H. Stewart Reid, Esquire, Director of Public Instruction, North-Western Provinces, to G.E.W. Couper, Esquire, Secretary to the Government of the North Western Provinces, — No. 1065, dated Camp Meerut, the 7th November 1859.

Under the instructions contained in Mr. Officiating Assistant Secretary Monteath's Letter No. 1980, dated the 28th ultimo, I have the honor to submit my opinion on the modification of the Pension Rules of the Uncovenanted Service as applicable to the Educational Department, proposed by the Madras Government.

2. The Madras Government would extend to all Educational Officers the boon granted by the late Hon'ble Court's Despatch No. 23 of 1853, dated the 20th July, to Principals and Head Masters of Government Colleges and Schools, who were by that order, considered qualified for pensions equivalent to one-third of their average monthly salary after 15 years' service, and to one-half after a service of 22 years.

3. The Director of Public Instruction at Madras would extend the above privilege to all Educational Officers who may draw Rupees three hundred per mensem and upwards.

4. By the existing provisions Professors are excluded from the advantages enjoyed by Principals and Head Masters.

5. I am of opinion that this class of Educational Officers are specially entitled to claim the indulgence.

6. The period of service was shortened in the case of Law Officers, and afterwards of the principal Educational Officers, in consequence, I imagine, of the late period of life at which they enter the service of Government, or because their duties were such as to induce a greater wear and tear of the constitution.

7. We must look to the Universities of Great Britain for our Professors who will be men generally of comparatively advanced age, and of some experience.

8. I see no reason for extending the present rule to all classes of Educational Officers. The expense which would be entailed by such extension would be considerable.

9. But I should be glad to see the indulgence now granted to Principals and Head Masters extended to Inspectors, European Professors and European Masters drawing Rupees 300 and more per mensem.

[Home — Pub. A Progs, October 1861, No. 53.]

52

Lieutenant Governor of Bengal favours the removal of anomaly by which Inspectors of Schools and Professors of Government Colleges are denied pensionary benefits, enjoyed by the Head Masters and Principals in the Department of Education.

FROM Rivers Thompson, Esquire, Junior Secretary to the Government of Bengal, to the Under Secretary to the Government of India, — No. 128, dated the 18th April 1860.

I am directed to acknowledge the receipt of your letters noted in the margin, desiring to be furnished with the sentiments of the
 No. 2041, dated 15th Lieutenant Governor on the modifications
 October 1859. proposed by the Government of Madras in
 No. 2378, dated 3rd De- the Pension Rules of the Uncovenanted Ser-
 cember 1859. vice, as applicable to the Education Depart-
 ment, and in reply to say that the Lieutenant-Governor is of opinion
 that the anomaly which at present exists by which Inspectors of
 Schools and Professors of Colleges, who rank between Principals of
 Colleges and Head Masters, are denied the privilege of pension which
 both Principals and Head Masters enjoy, should certainly be removed.

2. As a general rule, the Lieutenant-Governor considers, that the general Pension Rules for the time being of the Uncovenanted service should apply to subordinate Officers in the Educational Department. In the case, however, for gentlemen entering that Department in the higher grades, viz., those of which the salary is Rupees (300) three hundred or upwards per mensem, when they enter the service at the age of twenty five years or more, in the Lieutenant-Governor's opinion a shorter term of service than the general term should be sufficient. By the present rules Principals and Head Masters are allowed to retire now, under Medical Certificate, on one-third pay after fifteen years, and half pay after twenty-two years; but they must serve thirty-five years to be allowed to retire, without Medical Certificate, on any rate of pension whatever. This would make a healthy man,

who came out to a high appointment at twenty-five years of age, sixty years old before he could get any pension whatever. What would seem to the Lieutenant-Governor a much better arrangement would be, that all Educational Officers of the higher grades, such as Directors, Inspectors, Principals, Professors, Assistant Professors, Head Masters, and other Teachers, receiving Rupees (300) three hundred a month or more, who were twenty-five years of age when first appointed to any one of those Offices, should be allowed to retire, with Medical Certificate, on one-third pay after fifteen years, and half pay after twenty years; and should be allowed to retire, without Medical Certificate, on half pay after twenty-five years. In the case of Officers first appointed to one of the Offices specified, before they had attained the age of twenty-five years, the years of service before they were twenty-five years of age should not be reckoned for pension.

3. By existing rules Chaplains, who may be supposed to enter the service at about twenty-five years of age, or rather younger than that, may retire without Medical Certificate after seventeen years' service.

4. Under this arrangement the Uncovenanted Service Rules would apply generally to all the lower grades in the Department. Those rules allow retirement, with Medical Certificate, on one-third pay after twenty years, and on half pay after thirty years' service; and they allow retirement on half pay, without Medical Certificate, after thirty-five years' service.

[Home — Pub. A Progs, October 1861, No. 54.]

53

Committee appointed to prepare the Memorial of the Uncovenanted Civil Service forward the same to the Government of India for onward transmission to England.

FROM the Committee appointed to prepare the Memorial of the Uncovenanted Service, to W. Grey, Esquire, Secretary to the Government of India — Dated Calcutta, the 28th December 1859.

We have the honor to forward in duplicate a Memorial to Her Majesty's Secretary of State for India, signed by upwards of 4,000 Members of the Uncovenanted Service in the Presidencies of Bengal, Madras, Bombay, and in the North Western Provinces, and Punjab, and to request that, with the permission of the Hon'ble the President in Council, the same may be forwarded to England by the earliest opportunity.

[Home — Pub. A Progs, October 1861, No. 55.]

ENCLOSURE IN DOCUMENT 53.

The Petition of Uncovenanted Servants under the Government of India and Local Governments, praying for certain improvements in their service conditions and retirement benefits.

UNTO Her Majesty's Secretary of State for India in Council.

THE HUMBLE PETITION OF THE UNCOVENANTED SERVANTS UNDER THE GOVERNMENTS OF INDIA, BENGAL, MADRAS, BOMBAY, THE NORTH-WESTERN PROVINCES, AND PUNJAB,

Respectfully sheweth, — That the Civil Service in India is divided into two classes, Covenanted and Uncovenanted. The former consists of Members appointed in England, for whom all the higher offices of Government are specially reserved.

2. The Uncovenanted Service, as originally constituted, was limited to duties requiring no higher qualification than penmanship. It has risen of late to a much higher standing. From various causes, important functions, Judicial and Executive, which formerly belonged to the Covenanted Service alone, are now in many cases performed by Uncovenanted Servants.

3. The proportion of Uncovenanted to Covenanted Officers in the Judicial and Revenue Departments is very considerable. In Bengal it is as 402 to 163; in the North-Western Provinces as 363 to 121; in the Punjab and the Presidencies of Madras and Bombay, the preponderance of Uncovenanted Agency in the Revenue Department is still greater; and in these and other Departments, such as the Educational, the Financial, the Postal, the Customs and the Electric Telegraph, Uncovenanted Servants fill responsible posts, which require high and special qualifications. The number of such must necessarily increase with the growing exigencies of the Public Service.

4. The position of the Uncovenanted Service in regard to pensions and other advantages has not improved commensurately with the increasing importance and responsibility of Uncovenanted Agency, or with the consequent necessity for attracting superior men.

5. The present Rules of the Uncovenanted Service appear to your Memorialists susceptible of improvement in the following respects:—

Act 33 of Geo. III^d

Cap. 16 declares that all vacancies happening in any of the offices, places, or employments, in the Civil line of the Company's Service in India, (being under the degree of Councillor,) shall be from time to time filled up and supplied from among the Civil Servants of the said Company.

The law quoted in the margin is needlessly invidious to a Service, which has outgrown the restrictions devised for it in the past century.

The Rules for leave of absence are unnecessarily Stringent.

The period of service qualifying for pension is too long.

6. The statute which bars Uncovenanted Servants from certain offices is not only unsuited to the improved character of the Service, but is admitted also by many Covenanted Officers to be impolitic and unjust; for, admitting to the utmost extent the great abilities and large acquirements which distinguish many gentlemen in the ranks of the Covenanted Service your Memorialists are yet sanguine that a system of emulation and open competition would discover, in not a few of their number, capacities equal to places of the highest trust. The possession of such capacities would indeed be their sole claim to promotion. It is therefore their earnest prayer, that those amongst them, whose superior qualifications and good character have been established by approved service, should not, solely by virtue of a system unsuited to the present age, find themselves stranded on subordinate offices. Your Memorialists ask only that the Supreme and Local Governments be empowered to promote Uncovenanted Servants, who have passed through a certain term of *approved service in India* to offices now reserved exclusively for members of the Covenanted Service. Such a measure would strengthen the hands of the Government, create an honorable emulation in both branches of the Service, and facilitate that reduction of the standard in both branches of the Service, and facilitate that reduction of the standard of Civil salaries in India, which is indispensable for increasing the numerical strength of the Executive. Your Memorialists are persuaded that, in these respects, their prayer accords with the interests of the Public Service. Nor need these advantages be withheld from apprehensions of any possible abuse of the increased power which would be vested in the Several Governments: for your Memorialists feel sure that, if that power be granted, it will be accompanied by such conditions and regulations as will prevent, or at least afford little room for, the exercise of caprice or favour by the governing authorities. The prayer of your Memorialists is on behalf of Uncovenanted Officers of *approved service only*, whose able and faithful discharge of important duties must, in many cases be a better test of qualification for responsible office than scholastic acquirements alone.

7. The Present restrictions on leave press heavily upon Europeans; and the relaxations prayed for by your Memorialists will, in no case, involve extra expense to the State.

8. The enlargement of the Pension Rules has been desired for years. The exclusion of time passed on leave, or before the age of 21 years, from reckoning as service, will prevent any embarrassing increase of the Pension List. Indeed it has been amply proved by the experience of the last fifty years, that the majority of Uncovenanted

Servants cannot, from pecuniary inability, retire on pension before they are actually unfit for duty.

9. The privilege of drawing pay in England while on Furlough, Sick Leave, or after Retirement, is enjoyed by every section of the Indian Service, except the Uncovenanted. The prayer of your Memorialists in this respect, if granted, will cause but little additional labor in the India House; and the concession will be gratefully appreciated by a large class of Uncovenanted Servants, who are constrained by present Rules to employ Agents in India for the remittance of the small allowances, to which they are entitled during their absence from this country.

10. The specific benefits which your Memorialists pray for, are —

I. That the bar, which at present excludes Uncovenanted Servants, whatever their merits or special qualifications, from holding offices heretofore reserved for Covenanted Officers, be removed; and that it be left to the discretion of the Supreme and Local Governments to promote meritorious Uncovenanted Servants to such offices, under such Regulations as may be deemed necessary.

II. That on the production of a Medical Certificate of incapacity for further service, a pension equal to one-third and one-half of the average salary or authorized official emoluments for the last five years, be granted to all Uncovenanted Servants after fifteen and twenty-two years' actual service respectively, such service being reckoned from the age of twenty-one years, and excluding all periods of absence from duty, except Casual and Privilege Leave.

III. That all Uncovenanted Servants be allowed the option of retiring, without production of a Medical Certificate, on half of the average salary, or authorized official emoluments drawn by them for the last five years, after twenty-five years' actual service, reckoned from the age of twenty-one years, and excluding all periods of absence from duty, except Privilege and Casual Leave.

IV. That Sick Leave during the entire period of service be limited to three years as at present, but to be taken continuously, or by instalments, as may be desired. If leave be obtained for more than one year continuously, the absentee to be subjected for the first twelve months to a deduction of one-half of his salary, and during the remaining period of absence, to a deduction of two-thirds salary, provided that in no case shall a larger sum than £600 per annum be drawn.

V. That Uncovenanted Servants, after ten years' service, be allowed furlough for one year on one-third salary and without loss of appointment; that a second furlough of one year be allowed on the

same terms after an interval of five years from date of return from previous furlough; and that furlough for two years continuously be allowed after fifteen years' service on one-third pay.

VI. That Uncovenanted Servants proceeding to any part of the United Kingdom as pensioners, on sick leave, or on private affairs, be allowed to draw their pensions, or absentee pay, at the India House, in like manner as members of the other Indian Services.

11. Your Memorialists append two Statements, which they trust will be found useful. The first exhibits the present Pension Rules of the English Civil Service, of the Indian Covenanted Civil Service, of the Indian Uncovenanted Service, and the benefit prayed for by your Memorialists.

* The other Statement exhibits similar comparison of the Absentee Rules.

And, as in duty bound, your Memorialists will ever pray.

(Signed)

Macleod Wylie.

G. S. Fagan, Magistrate of Calcutta.

J. B. Roberts, J. P., Coroner and Depy. Commr. of Police.

C. K. Dove, Post Master General of Bengal.

H. Howe, Secretary to Superintendent of Marine.

C. O. Woodford, M. D., Professor of Medical Jurisprudence, and Police Surgeon.

A. M. Dowleams, Municipal Commissioner of Calcutta.

W. A. Montriou, Professor of Law and Jurisprudence, Presidency College.

T. Jones, Registrar, Bengal Office.

G. W. Kelner.

And upwards of 4,000 others.

ANNEXURE (i) TO ENCLOSURE IN DOCUMENT 53
*Comparative statement of Pension Rules of the English Civil Service, Indian Covenanted Civil Service,
 Uncovenanted Service and benefits demanded by the Memorialists.*

	1	2	3	4
	<i>Present Rules of the Civil Service in England</i>	<i>Present Rules of the Indian Civil Service.</i>	<i>Present Rules of the Uncovenanted Service in India</i>	<i>Prayer of this Memorial.</i>
<i>Pension with Medical Certificate.</i>				
Less than 10 years' Service	Nil	Donation of £500	Nil	
Above 10, but less than 15 years	10/60 of Salary after 10 years, increasing by 1/60 for every addi- tional year	Pension of £125 per annum	Nil	
Above 15 years	15/60 of Salary	Pension of £250 per annum	pension of 1/3 pay to Judicial Officers, and Principals and Head Masters of Government Schools and Colleges only	Pension of 1/3 Pay to all Unconvenanted Officers after 15 years' service reckoned from the age of 21, and excluding all leave, except casual and pri- vilege leave.
20 years	20/60 of salary	Ditto	Ditto 1/3 Pay to all other Unconvenanted Officers	
22 years	22/60 of Salary	See below	Pension of 1/2 Pay to Judicial Officers, and Principals and Head- Masters of Government Schools and Colleges.	Pension of 1/2 Pay to all Unconvenanted Officers after 22 years' service reckoned from the age of 21 years, and excluding all leave, except casual and pri- vilege leave.

ANNEXURE (i) — Contd.

	1	2	3	6
30 years	30/60 of salary	See below	Ditto of $\frac{1}{2}$ pay to all other Unconvenanted Officers	
<i>Pension without medical Certificate</i>				
25 years' service	—	Pension of £500 per annum after 25 years' service, including one years' sick leave and three years' furlough	Nil	Retiring Pension of $\frac{1}{2}$ Pay to all Unconvenanted Officers after 25 years' service reckoned from the age of 21 years, and excluding all leave except casual and privilege leave.
35 years	—	Note—The annuity of a Civil Servant is £1,000 per annum, of which he is supposed to contribute the half value by monthly deductions from his salary, the other moiety being made up by the Government Annual Donations to the Civil Annuity Fund. But it is understood recent calculations go to show that the value of the Government Donations is not equal to £500 per annum in the case of each annuitant.	Retiring Pension of $\frac{1}{2}$ Pay to all Unconvenanted Officers	

ANNEXURE (ii) TO ENCLOSURE ABOVE IN DOCUMENT 53
*Comparative Statement of Leave Rules of the English Civil Service, Indian Covenanted Civil Service,
 Uncovenantant Service and benefits demanded by the Memorialists.*

<i>Present Rules of the Indian Civil Service.</i>			<i>Present Uncovenanted Rules</i>	<i>Prayer of this Memorial</i>
1			2	3
<i>Sick Leave.</i>				
Limit	..	..	3 years, retaining appointment for 2 years only.	Three years sick leave in all, available at one time, or by instalments, on half salary for 12 months; and if leave exceed 12 months one-third salary for excess period.
Pay	..	..	First 2 years 1/2 pay not exceeding £1,000 not less than £500 per annum Third year £500 to Officers of above 10 years', and £250 to those of below 10 years' standing.	First year 1/2 Pay not exceeding £600 per annum, and afterwards 1/3 Pay within the same maximum.
<i>Furlough</i>				
Limit	..	..	3 years available in instalments after certain periods of service, Office being vacated.	Two years' furlough in all, on one-third salary; the first year to be available after 10 years' service, and the second year after a further service of 5 years. Uncovenanted Servants who may not have had furlough

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	1	2	3
Pay		£500 a year for 3 years	Nil
<i>Leave on Private Affairs.</i>			
Limit		6 months in every 6 years	6 months in every 6 years
Pay		Half Pay	Half Pay not exceeding £600 a year
<i>Period of Leave to reckon as service.</i>			
		3 years' Furlough 1 years' sick leave 4 years in all, besides absence on privilege and private affairs leave	2 years on sick leave, besides privilege and private affairs leave.
<i>Special Leave</i>			
For travelling before commence- ment, and after termination, of sick leave.		1 day for every 10 miles, not exceeding 3 months' pay as for sick leave	For sick leave beyond sea, 4, 6 or 8 weeks for 300, 600, or more than 600 miles respectively. In India 1 day for every 15 miles, not exceeding 2 months' Pay as on sick leave.
<i>Privilege Leave.</i>		1, 2 or 3 months continuously after 11, 22, or 33 months' actual service.	The same
			Ditto.

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Request of the Committee of the Uncovenanted Service Memorial to expedite its despatch to England well before the opening of the next session of the Parliament.

FROM Messrs. C. K. Dove, G. B. Hampton, and others, to C. H. Lushington, Esquire, Secretary to the Government of India, Financial Department, — Dated the 13th October 1860.

With reference to your letter No. 4040, dated the 9th May last, informing the Committee of the Uncovenanted Service Memorial, that the Memorial had not up to that date been despatched to England, and that they would be duly informed of its transmission, we have the honor to request, on behalf of the Committee, that the Memorial may be forwarded before the opening of the next session in Parliament, when, it is understood, that a Bill is to be brought forward that will materially affect the interests we represent. It is, therefore, of the utmost importance to the Memorialists that their petition should be forwarded in time to be considered by the Secretary of State before the Bill is brought forward.

The Memorial was submitted to the Government of India in December last, and while the Committee are sensible that other questions of greater moment have pressed on the attention of Government, they venture to hope that the urgency of their appeal, under the circumstances stated, may be favorably considered.

[Home — Pub. A Progs, October 1861, No. 57.]

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Minute by His Excellency the Governor General of India dated 8 June 1861, on the origin and growth of Civil Service in India and on the advisability to open the Covenanted Civil Service to the members of the Uncovenanted Service.

BEFORE considering what amendments it may be right to make in the law concerning the Civil Service in India, it will be useful to have clearly in mind what the present Indian Civil Service constitution of that service is, and how it has grown to be what it is.

2. The original plan of the Indian Administration was that there should be provided, wholly from England, both a Military and a Civil

Service, sufficient to fill all the higher situations connected with the Government of the Country. In giving effect to this plan as regarded Civil Government, the East India Company took the obvious course of sending out young men, who should commence at the bottom of the Service and rise gradually to the more important situations. It was thought fit that young men so sent out should enter into a *Covenant* to serve the Company faithfully, and that they should give security for so doing. Hence they became *Covenanted Servants* of the East India Company. It appears to have been intended that the whole Administration in Civil affairs should be in the hands of servants thus sent out, and that they should be aided only by natives of the Country occupying situations in subordination to them.

3. These facts should be remembered, because they show that there was originally no intention of establishing two Services, one of *Covenanted*, and the other of *Uncovenanted* Englishmen, in invidious distinction from each other; but that the distinction was between the Englishman and the Native of India.

4. We have however gradually departed further and further from the original intention, and a very large admixture of the English element has been admitted into the subordinate branches of the Civil Service. This of course has affected in a material degree the interests and prospects of the Natives of India.

5. It is partly this large admixture of the English element in the subordinate branches of the Public Service—or, to use the term now familiar, in the *Uncovenanted Service*, and partly the increased responsibilities which have come to be entrusted to Members of that Service, which has led to the demand for opening to them the higher offices of the State hitherto reserved to the covenanted servants sent from England.

6. Meanwhile a great change has been made in the mode of admission to the *Covenanted Civil Service*. The entrance was originally and for a long time a very close one, and access to it was obtainable through private interest alone. Now it is not less open to all who seek it and show themselves fit to enter, than is the entrance to any other branch of the public service;—the Army, the Navy, or the Civil Service in England. Therefore when the opening of the Indian Civil Service is now talked of, it means not an opening into the lower ranks, where the door is already as wide as it can be made, but an opening into the middle or upper ranks, over the heads of many who, after proving their first fitness and entering into their covenant, have received training in the lower ranks, and in favor of those whose fitness and training have been acquired and proved by another process, and who have not bound themselves by Covenant.

7. I notice this because it is very generally assumed by those who cry out vaguely for the opening of the Indian Civil Service that they are crusading against exclusive rights and an antiquated monopoly. There are good reasons for making a further opening, but this is not amongst them.

8. The reasons in favor of making the opening are that the State may have larger supply of Officers available for the middle and higher posts, and that liberality may be shown to the efficient and deserving members of that class of the Uncovenanted Service whose duties require a trained intellect and a liberal education.

9. The only serious objections that I have heard made to the measure are the fear that it may be unjust to those who have entered the Covenanted Service at the bottom under a state of the law which secured certain posts to members of that service, and the risk that the opening may be abused by the admission of insufficiently proved, or otherwise unfit men. I think that both these objections may be overcome, and that the opening should be made.

10. When a Native Gentleman finds himself, under the title of Principal Sudder Ameen, entrusted, in the administration of Civil Justice, with the highest original jurisdiction, subject only to an appeal to the Sudder Court, and when another Native gentleman, under the title of Deputy Magistrate, finds himself entrusted with the very large powers of an Indian Magistrate over a tract of country of some 300 or 400 square miles, subject only to the general control, exercise from a distance, of the Zillah Magistrate, and when both these Officers find themselves, though holding posts of so great responsibility, yet receiving very small pay, and without hope of increase to it, it is not surprising that they should strive for higher positions in which the remuneration of the office is better proportioned to its duties and character.

11. And when Englishmen, in common with the Natives of India, find themselves in similar offices, and equally ill paid, it is not to be expected that they either should be behind hand in asserting a right to be admitted to all Civil offices whatsoever, the duties of which their individual qualifications render them competent to discharge.

12. In considering how far and in what manner it is advisable to open to the Uncovenanted Service as now constituted the offices hitherto reserved exclusively for the Covenanted Civil Servants appointed from England, I assume that no distinction can be drawn between Natives of India and Englishmen. The Covenanted Civil Service is open to the Natives of India if they will go to England and compete for it; no long residence or preliminary education is prescribed to them. A young Native fresh from the Calcutta University is free to

go to London, and to present himself to the Examiners and to make good his claim to a Covenanted Office. Therefore if a new door is opened in India through which admission to the Covenanted Civil Service can be obtained, that door also must be opened to Natives and Englishmen alike. This is a conclusion from which there is no escape. It is quite possible to uphold the system of a "Service", the Members of which can be appointed only in England and under a certain age, and into which no one, whether Native of India or Englishman, can be admitted save according to the rules of the "Service"; but I do not know by what argument it would be possible to maintain the justice of promoting an Englishman, not of the Covenanted Civil Service, from the Office of Principal Sudder Ameen to that of Zillah Judge, if there were a Native Principal Sudder Ameen of longer service, of equally good character, and, it might well be, of superior Judicial capacity, who might be selected for the promotion. Such an act would be utterly inconsistent with all our declared principles of conduct towards the Natives of India. There must be on the part of the Indian Government in bestowing higher appointments on Members of the Uncovenanted Service, as perfect an impartiality between the Englishman and the Native, as there would be if both were to appear together before the Examiners in London, there to compete for admission into the Covenanted Civil Service.

13. Hence it follows that any step taken towards opening the Covenanted Service to members of the Uncovenanted Service must necessarily be a step towards removing the broad line of demarcation which now exists between the purely English Service and the Native Service.

14. There are two modes in which Offices hitherto reserved for the Covenanted Civil Servants appointed from England may be opened to the Uncovenanted Servants appointed in India.

(i) By establishing a rule that a certain proportion of such vacant Offices, or a certain fixed number of them, shall be given annually to the Uncovenanted Service.

(ii) By prescribing that every appointment of an Uncovenanted Servant to one of the Offices in question shall be a special act done, as occasion arises, with reference to the special claims of the individual Servant, and to the advantage of the Public Service, and not in obedience to any general rule for the distribution of Offices.

15. The first mode has been suggested by high authority, but it is open to the objection that sooner or later it would force the Government into making questionable appointments, or, at least, be an excuse for making them. Moreover it seems to put the claims of the Un-

covenanted Service upon a false foundation; that of aggregate numbers and not that of individual fitness and desert.

16. The second is the one which appears to me the best, and indeed the only mode which can safely be adopted.

17. But it should be carried further than the mere appointment of the selected Uncovenanted Officer to the one vacant Covenanted Office for which he may be deemed fit. The Officer should execute a Covenant, enrolling himself permanently in the Covenanted Service, and qualifying himself to hold thereafter any office to which a Covenanted Civil Servant is eligible.

18. Appointments thus made must be made in great measure upon the representation of the Government in India; for it is that Government alone which can judge whether the acquirements, moral qualifications, and character of an Uncovenanted Civilian, especially of a native, are such as to justify his elevation; but the substantial authority of appointment must be carefully reserved to the Government in England. The long existing and most salutary rule that the appointing to the Covenanted Service belongs to the Home Government of India, and that the distribution, employment, and promotion of officers so appointed belongs to the Government of India on the spot, must be observed as closely as possible. It is one of the best securities we have against undue favor to the friends and dependants of high functionaries in India on the one side, or to those of a minister or political party in England on the other.

19. In this view the course to be followed would be that the Governor General, or a Governor, or Lieutenant-Governor, when desiring to employ an Uncovenanted Officer in one of the offices hitherto reserved to the Covenanted Service should be required to submit to the Secretary of State recommendation in favor of the Officer's transfer to the Covenanted List, with a full account of his past services, and a precise statement of the grounds of the recommendation.

20. No recommendation should be admissible in favor of any Officer who had not served the Government for at least seven years.

21. If the Secretary of State should sanction the Officer's enrolment in the Covenanted Service, the Officer should acquire the right of a retiring pension after completing twenty-five years of service, provided that a certain portion of that service, say seven years, should have been passed by him as a Covenanted Servant.

22. The pension might be derived either from the Funds of the Civil Service, the Officer paying, up, according to an Actuary's calculation, the equivalent of the advantage which he would gain from the Funds; or, if he did not desire to this (which would generally be

the case) from the bounty of Government, which might fairly award to him the share which it contributes to a Covenanted Officer's pension. This share is of uncertain amount, but I believe it would justify a pension of not less than £400 after twenty-five years' service. Of course, the Pension, however acquired must in no way interfere with the number or amount of pensions awarded annually to members of the existing Covenanted Service. In this respect the newly enrolled Covenanted Officers must be considered to be on a separate list.

23. I do not think that the Selected Officers should be required to furnish security. Proved good service and established good character being the grounds of their selection, security would be out of place.

24. The newly admitted Officer's position on the List of the Covenanted Service will be of less importance than it would otherwise be, if his own claims and the claims of others to Pension are not affected by it. But I take this opportunity of recommending that a change be made in the principle upon which precedence in the Civil Service, and between Members of that Service and others, is regulated. The division of Civilians into six Classes, according to their years of standing, and the relative rank given to each class, are quite unsuitable to a Service in which Seniority is a Secondary element in the selection of Officers for posts of high rank and trust. It now sometimes happens that a Collector takes precedence of the Commissioner of his District under whom he serves, and it often hap-

*The change suggested would also enable the Government to attach suitable rank to Military Officers holding high Civil employ and to remove the anomaly (which is a sensible evil) of a Commissioner of Peshawur, or a Commissioner of Jubbulpore, having to give place to all Lieutenant Colonels and even to Captains and Majors who may have Commissions of earlier date.

pens that he takes precedence of the Judge. The proper principle of official precedence, in India as elsewhere, is that the Office should determine the rank of its

holder. This would at once prevent all reasonable ground for jealousy of rank between old and newly admitted members of the Civil Service.*

25. I have said that in admitting Uncovenanted Officers to the Covenanted Service no distinction can be drawn between Natives of India and Englishmen. All therefore that has been recommended above applies generally to both races. But there is one matter in respect of which it is a question whether some difference should not be recognized — the matter of salaries.

It is needless to recount all the reasons which have made it necessary that in India European labor generally should be paid more highly than Native labor. Separation from home and family, and the

expenses consequent thereupon, risk to health, and the obligation to cease from work and to close an active career at a much earlier time of life than in England, are amongst the chief of those reasons. And as they do not apply to Native Public Servants, it may fairly be asked whether the Salary of an office which has been fixed at a certain sum in the expectation of the office being held by an Englishman ought to remain undiminished when it comes to be held by a native? Answering generally, it would appear that the salary ought to be diminished, and that we should not be justified in saddling the resources of the country with a scale of English salaries for Native service. But it would not be possible to lay down fairly any fixed rule prescribing the proportion in which the reduction should take place, and I would not attempt to do so. In some cases it would be found that there were countervailing considerations, and that no reduction would be advisable. There are amongst the best and most respected Native Vakeels some who from their practice at the Bar are deriving incomes greater than those of the Judges of the Civil Service; And if a Native should attain to the position of a Commissioner of a Division it would be impossible for him to confine his expenditure within that of an unostentatious English Gentleman without losing much of the useful influence over his fellow-countrymen which would otherwise attach to him. It will be sufficient if the Government reserves to itself the right to recast the salary of any Office which for the first time may be placed in Native hands.

26. I have nothing more to say as regards the opening of the Covenanted Service to Uncovenanted Officers. It remains to be considered whether the opening should be extended to persons not connected with the Public Service in India whether gentlemen experienced in private business, or following a profession on their own account, should be eligible for those offices under the Government of India which are now closed to them.

27. I believe that the evil of such a change would greatly outweigh its good, and that the change is not called for.

28. In the first place if such men desire to enter the Covenanted Service the measure which I have already proposed will open it to them. Seven years of training in the Uncovenanted Service will be their avenue to it. This condition will be no hardship. It is not a hardship to an officer of the Merchant Service that he cannot be promoted at once into the Royal Navy, or to a Banker's clerk that he has no claim upon a high post in the Treasury.

29. In the next place, some such condition is necessary to secure for the Government good service, and for the people considerate and intelligent treatment;—some condition, I mean, which shall serve

as proof that the person entering the Service is advisedly and after reasonable experience prepared to accept India as the field of his future career. No man who has not made up his mind to this, and tested himself by an apprenticeship, will give his heart to his work. It requires much experience, patience, and forbearance to learn to deal with the Native Character kindly and judiciously in all the various relations in which our Civil Officers are brought in contact with it, and I doubt whether the Government of India could do any thing more cruel to those under its charge, and more injurious to its credit than to place those relations under the management of men who had not proved their fitness by some years of trial, and who, being no longer young, had been tempted into taking Indian appointments with little or no preparation beyond the indispensable one of fitting themselves for an examination in the Native languages. If the Government of India is to do its duty by the people it must be administered by men who have been content to make Indian Service the business of a life, and not merely a last resource after failure elsewhere, or a means of profitable occupation for a few years.

Nothing will be lost by adhering to this rule, and by refusing to open any short cut into the Covenanted Service for those who have not hitherto served the Government at all. Doubtless there are men in India who from long residence in the country, and intimate acquaintance with the Natives, and also from ability, right feeling, and good sense, might with advantage be appointed to the management of a Collectorship, and to higher posts, notwithstanding a want of practical acquaintance with public affairs. These however are just the men whom the Government cannot get. They are the successful and prosperous men of their vocation, and they do not need or wish for connection with the Government as its paid Servants. It is a thing of the rarest occurrence to find an English gentleman in India seeking for employment in the public service and whose engagement is to be desired;— and if such cases do now and then occur they furnish no sufficient reason for providing for them by a relaxation which in other respects would be full of mischief. The direct Government of India by the Crown has its evil as well as it is good, and a part of the former is the risk of the administration of the Country being turned to the account of political party, and of India becoming the means of providing for the dependents of the ministry of the day. It should not be put into the power of either Secretary of State or Governor General to use it for this Purpose. The Governor General cannot do so if, as I have before proposed, the principle of all first appointments to the Covenanted Service being made in England be adhered to. The Secretary of State will not be able to do so if to persons in India, and

to any persons who have not gone through the competitive examination in England, there be no access to the appointments of the Covenanted Service but through the Uncovenanted ranks.

30. I have only to add that the measure proposed will, I believe, meet all the fair and reasonable claims that are concerned in an opening of the Civil Covenanted Service.

31. The Members of the existing Covenanted Service will not be injuriously affected by it in regard to rank or pension; and as admission will be given to those only who have experimentally proved their fitness by tests quite as stringent as any which are applied to the Covenanted Service, and who are equally ready to devote their lives to India, I do not see that any measure could be adopted for promptly recruiting the Covenanted ranks by tried men which would be more favorable to the existing service. That recruitment is necessary there is no doubt.

32. To the highest class of Uncovenanted Officers a liberal opening will be given. If, as may be expected, Officers trained to Judicial functions should be found amongst those who may be fit to be admitted, the advantages to the country will be great.

33. The second class of the Uncovenanted Service, and the Clerks, and Copyists, who form a large part of it cannot be affected by any mode of dealing with the Covenanted Service. But the claims which they have set forth in a petition which will be transmitted to the Secretary of State in another Despatch, may, I am of opinion, be conceded.

34. The Natives will have an opening of which, I believe, they will not be found altogether unworthy. It is not an opening made to suit the freshly instructed scholars of the Indian Universities and Colleges. These are not the men we want although with perseverance and experience in the Uncovenanted Service some of them may in time establish their claims. It is an opening for those only who can show good work done and high character established in the first rank of the Uncovenanted Service;—men of practical and tried ability and of sterling worth.

The 8th June, 1861.

Canning.

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Minute by Sir Bartle Frere dated 6 June 1861 on the mode of recruitment, qualifications, duties and other distinctive features of Covenanted and Uncovenanted Civil Servants and his opinion on improving the service conditions of the latter class with reference to their Memorial.

I N a separate Minute recorded in the Financial Department,⁵ I have stated that the omission to forward this Memorial in one course; Memorial of the Uncovenanted Service. is entirely owing to me. I will not therefore here repeat what is said in that Minute of the very sincere regret I feel at the delay which has occurred.

The case of the Memorialists is very fairly and temperately stated in their Memorial in due course. But it is to be observed that there are some broad distinctions to be drawn between some of the classes which compose the large body from which this Memorial proceeds, and that what is true of one class will not apply to all.

I. There are the Uncovenanted Servants, filling offices similar in character and trust, and sometimes, but rarely, in point of emolument to those for filling which the Covenanted Civil Service was and is trained. Such are Judicial Officers above the lower grades and Uncovenanted Servants holding fiscal and political Offices which require considerable administrative talent rather than mere technical training. All these are posts for which men cannot be fitted but by either a sound liberal education or an amount of natural talent, energy, and general ability, such as, in any walk of life, would compensate for defects of education. The Law requires that most offices of this description should be filled by Covenanted Civil Servants, but the legal restriction is one depending on the name rather than on the nature of the Office — and there are many such Offices, differing only in name from those exclusively appropriated to the Covenanted Service, which are legally open to Uncovenanted Officers.

Into Offices of this latter class, Uncovenanted Servants have been admitted in yearly increasing proportions, mainly from the inadequacy of the Covenanted Service to supply men in sufficient number.

There seems no valid reason why the Uncovenanted Servant, when so admitted, and discharging his duties so as to show that he was worthy of such trust, should be treated differently from the Covenanted Servant. Whatever reasons for the preference of one class over the other may exist *a priori*, I do not see that they will justify any

difference of treatment, after these members of the Uncovenanted class have by actual, habitual, and deliberate employment, during a course of years, been pronounced qualified for the duties required of them.

To this extent I would unreservedly admit the claim of all the Memorialists whose duties are, in their nature, identical with those for the discharge of which the Covenanted Civil Service was intended. I would treat all Uncovenanted Servants who have by their conduct justified their employment in the higher grade of Offices in the Civil Service, precisely as I would treat Covenanted Officers.

As far therefore as concerns this superior class of Uncovenanted Officers now in employment, such an admission will only leave to be decided how the requisite uniformity of treatment can be ensured, which will be considered in the sequel.

Two questions then suggest themselves applicable to the future:

What are the respective qualifications of the Covenanted and Uncovenanted classes for such employment? and, 2ndly, is it expedient to extend, or to restrict, the use of Uncovenanted agency?

It is necessary to answer these questions before it can be decided whether the tenure of such Offices by Uncovenanted servants should be regarded as a temporary expedient to meet a temporary want, and therefore to be simply tolerated, or as an arrangement desirable in itself, and to be encouraged and extended.

1. As to qualification, the main difference is that the fitness of the Covenanted Servant has been secured by careful selection and training; that of the Uncovenanted proved by experiment in actual service.

At present no man can enter the Covenanted Civil Service save by a strict competitive examination of a character calculated to ensure that the successful candidate possesses more than average natural ability, developed by a liberal education.

Whatever may be said of such a mode of selection there can be no doubt that, as compared with any means ever yet devised by the Government of India for selecting the raw material of the Uncovenanted Service it is immeasurably superior; and, in as much as the field for selection in England is wider and richer in the material we require than any we have now, or are likely to have in India, I do not think that even the adoption of the same modes and tests of selection would enable us to get as good raw material in India, as we can in England.

As far then as preliminary fitness for the public service is concerned, I think the superiority is decidedly on the side of present mode of selection for Covenanted Service.

Once in the Service and supposing equal chances open to both, it may be argued that the Uncovenanted Servant has the greatest incentives to industry, because his advancement must depend solely on his own exertions. This is, to some extent, true, but not to such an extent as might be supposed, and any advantage of this kind which the Uncovenanted Servant may possess is, I think, more than counterbalanced by serious disadvantages. If there are any materials of innate ambition, or zeal, or high motives of duty to act on, the incentives to a Covenanted public servant in India to do his duty are as powerful as can well be devised, — perhaps the prospect of popular applause is the only stimulus (which is not more powerful in public life in India than anywhere else and) that is wanting to both classes. But there are serious drawbacks to the zeal of an Uncovenanted servant which do not affect his Covenanted fellow. There is the chilling doubt whether his service will be noticed, and the risk to health, which, *ceteris paribus*, must tell more on an Uncovenanted, than a Covenanted Officer, within his assured provision for himself in case of ill health and for his family in case of his death. It is greatly to the honor of the former class that notwithstanding such drawbacks there is so much zeal in them as a body, but these drawbacks must operate powerfully as long as the body is denied the same rights and privileges as the Covenanted class; as long, in fact, as it continues Uncovenanted.

The position of the Uncovenanted Officer is less favorable to independence than that of the Covenanted. Here again examples of the highest and most honorable feeling of independence might be adduced from the Uncovenanted branch, but they exist notwithstanding the general tendency of the position, which is decidedly adverse to such a feeling.

As regards any power which Government can exercise to pass over or shelve inefficient men it is commonly argued that this power is greater in the case of Uncovenanted than Covenanted Servants, but I do not think that practically this is found to be the case. Mediocrity, or even positive defect of ability, if coupled with blameless respectability or popular qualities, is as difficult to deal with in the one case as in the other, and indeed more consideration is often shown to the shortcomings of an Uncovenanted Servant, who, if removed from Office, forfeits all hold on the service, than to one who, belonging to the regular service, is certain, after a temporary loss of office, to be otherwise provided for.

The Judicial branch of administration is commonly referred to as likely to benefit, more than any other, by the facility for selection which is supposed to be greater in the Uncovenanted than the Covenanted Service; but this impression is founded on an analogy to

English experience which will hardly hold in this country. It is public opinion, backed by the powerful influence of a bar jealous of the reputation of its members which is the main guarantee for the selection of the fittest men for judicial office in England. Its practical operation is much more like the exclusive privilege of a close service than would be at first supposed. It is quite as impossible to put into any high Judicial Office in England an "outsider", however highly qualified as a Jurist.

I would not, by any means, be understood as under-valuing the training which his practice as an Advocate gives to a Barrister who is raised to the Bench: such practice is an essential portion of the best training a Judge can get. I merely urge that the mode in which Judicial officers are selected for the Bench in England and the excellence of the Judges so selected, affords no argument in favor of leaving European Judicial Officers to be appointed by the Government in this country from the local bar, without some such safeguard as the Legislature has provided by competitive examination for admission into the Covenanted Civil Service — a safeguard which, in the absence of the checks existing in England, seems to afford the best guarantee which can be devised to exclude improper nominations.

It is a serious drawback to the efficiency of the Uncovenanted Service that the Government has no hold on its Members other than their immediate pay. They may throw up the service at any time, and occasionally do so, under circumstances which cause inconvenience, and may occasion serious loss to Government. This is no imaginary evil and it is one which is guarded against by such a contract as the Covenanted Servant enters into, and into which he would not enter, without some assurance of corresponding rights and privileges.

It is one of the essential characteristics of a good body of servants, especially for a country like India, that its Members should be devoted to the country and to the service for their working lives. This the Covenanted Servant is; it is a serious drawback to the efficiency of the body of the Uncovenanted Servants that they do not so bind themselves. Heretofore this difference in the liabilities of the two classes has been of minor importance. But there can be little doubt that every year will increase the number of men who seek, in the Uncovenanted Service, a temporary employment for a few years only, and not the business of a life. Such a tendency is in many ways, directly and indirectly, likely to be very detrimental to the utility of the service.

There is a very general impression that the Uncovenanted Service is a cheaper machine of administration than the Covenanted; and that an extension of Uncovenanted agency would conduce to economy. I believe this to be an error, and very much doubt whether the reverse

would not be the case. There can be no doubt that the certainties of the Covenanted Service, and its assured position, its pension & c., are accepted as an equivalent for a very considerable percentage of present pay, and I believe that a government can not have a better security for good service on moderate pay than by assuring to its servants a steadily increasing rate of income during good conduct, with every possible security against favoritism or caprice in promotion.

Up to a certain point, selection for real merit must be difficult if not impossible, and in the lower grades of the service in which no special qualification is needed, seniority combined with perfect efficiency, as tested by repeated examination is perhaps the best general practical rule for increase of salary which even the most zealous servant of Government could desire.

Offices of selection there will always be, and many of them will be open even to the junior ranks. But, as a general rule, the stimulus of selection cannot be usefully applied if used so low down in the ranks of the Service as to debar from promotion all who cannot attract the attention of the ruling authority.

2. For these reasons I would not advocate any more extensive resort to the use of Uncovenanted agency as a means of filling the superior grades of fiscal and political Offices for which a liberal education is a general qualification. I believe that Government will be better served by recruiting its service generally with men selected as at present by competitive examination, and assured of a prior right to employment in such Offices. I consider it essential that they should be selected and appointed by an authority quite independent of the Government which is to employ them and to regulate their promotion. I think they should join the Service in its lowest rank, that once in the Service their advancement should be dependent solely on the Government which employs them, and not on the authority which originally selected them that they should be bound not to quit the service without permission of Government, and that they should make service in India the business of their lives, that they should be assured of a fixed position, constant employment, and fair provision in sickness and in old age. In a word, that the general conditions of the Service should be those of the Covenanted and not of the Uncovenanted branch of the present service.

I would say the same of Judicial Office with the proviso that some experience as an advocate is so essential to great efficiency as a judge that eminence at the Bar might be accepted in lieu of many of the tests insisted on as the conditions of admission to, and advancement in, the Covenanted Service. But I know of no practical difficulty in requiring similar training from members of the Covenanted Civil

Service, as one of the qualifications for Judicial employment, and I would not, in any case, place the kind of ability which is tested by eminence at the bar above that knowledge of the language and customs of the country and that devotion to an Indian career, which it is the object of the Covenanted Service rules to secure.

But while I would not propose any extension of the use of Uncovenanted agency, I would not attempt to restrict it. I would endeavour to provide a regular service for every branch of the administration and to recruit that service from the bottom. But in such an Empire as India this cannot always be done so as to dispense with other agency, and I would place no restrictions on the use of such agency, other than that recourse should be had to it only in default of an adequate supply of the regular agency, as the exception, not as the rule, and I would provide means for absorbing into the regular service all such irregular additions to the number of Servants as might be so made in times of exceptional emergency.

It seems essential to the thorough efficiency of any such service, not only that the selection should be made, as at present, by careful tests of examination, but that it should be made by a body quite independent of the Government which is to employ the Servant. I know of no other guarantee against abuse of patronage which would be so simple and so effective, and I should regard as a great mistake any attempt to transfer the duty of selection and power of original appointment from the Home Government to that of India.

I will now recur to the question — what is to be done with Uncovenanted Officers who have hitherto been or may hereafter be, appointed to such high Office as we are now considering, and may, by their conduct in such Office, have proved their fitness for such employment?

It seems to me to be the only just and wise course to take them into that Covenanted Service for the duties of which they have experimentally proved their qualification.

Their admission should, I think, be regulated under safeguards as nearly as possible similar to those just alluded to, in the case of ordinary admission to the Covenanted Service, i.e. it should be in other hands than those of the Government under which the servant is to serve, and to which he is to look for his promotion.

This might be ensured by requiring that applications for admission should be submitted to the Secretary of State by the Government under which the Uncovenanted Officer has been serving, supported by declarations from his immediate official Superior and Head of his Department as to his proved official fitness and moral character, and

perhaps in all future cases a report from a Board of Examiners showing that the applicant possesses such qualifications as in that Department are usually tested in the case of Covenanted Servants by examination.

The power to admit such applicants to the Covenanted Civil Service should rest solely with the Secretary of State. Once admitted his rank and length of service in it should date from his first tenure of Office of a certain grade equivalent to that class of Offices for filling which the Covenanted Civil Service was first instituted. The Offices might either be specified (e.g. Joint Magistrate, Judge of Small Cause Courts, Principal Sudder Ameen & c.,) or a certain amount of salary might be specified, as Rupees 350 per mensem or upwards.

To obviate all difficulty on the score of Pension funds &c., servants thus admitted might be borne on a separate list as in the "Covenanted Civil Service of the Government of India" as distinguished from the Services of Bengal, Madras, and Bombay.

Such a separate list would afford facilities for ranking Military Officers in Civil employ who might, under any rules to be hereafter enacted, give up the Army for the permanent Civil Service of Government.

Or, and this perhaps would be the better plan, the servant newly admitted might join the Civil Service of the Presidency in which he has been serving with the option of joining the funds of that Service on paying up what, by an Actuary's calculation, might appear to be a fair contribution. If he did not avail himself of this option, he might continue to be entitled to the same pension, &c., as if he had remained in the Uncovenanted list.

II. I will now consider a second class of Uncovenanted Officers filling Offices occasionally held by Covenanted Civilians but which were never exclusively appropriated to the Covenanted Service, and which require technical knowledge, and a good general, but not necessarily a liberal education. Such are the higher Offices in the Survey, Post Office and Customs Department, in the Electric Telegraph, and Account branch, in the Departments of Stamps, Opium, Excise, Stationery, &c., &c.

It is I think equally desirable in these cases that the higher offices should be held by men who are in the permanent service of the Government under contract to serve and in fact, Covenanted. But it is more easy than in the class before described to obtain properly qualified persons in India, and I would exclude these Departments from the list of those which should, as a general rule, be recruited from the Covenanted Servants selected by competitive examination. I would however allow Uncovenanted service in the

higher grades of these Departments to form a qualification for admission to the Covenanted Service in the same manner as in other Departments.

I would accord the same privilege, and for very similar reasons, to superior Officers in the Educational Department, who in point of education are generally fully on a par with the Covenanted Civil Service, though there are obvious reasons for not selecting them from that body.

III. There remains a large body of the Uncovenanted Service who have been heretofore employed in situations where little beyond clerical qualifications are required.

I would not propose any material change in the position of this body beyond conceding the 2nd to the 6th of the points prayed for in their memorial, all of which appear to me to be reasonable with the limitation that the amount of pension or of leave granted shall in no case exceed what would be claimable by a Covenanted servant.

To sum up my views on this subject —

1. I would maintain the Covenanted Service, and the existing rules whereby all offices in the higher grades of the Civil Service in India are filled up from among the ranks of the Covenanted Civil Servants.

2. I would insist on this Service being habitually recruited from below, by the addition of fresh members selected, as at present, in England, by a system of open competition and appointed not by the local Government but by Her Majesty's Secretary of State. I would maintain all existing tests of fitness by means of examination, &c.

3. I would permit to the same extent as at present the employment of Uncovenanted Officers in those offices from which they are not debarred by Act of Parliament (33 of Geo. III).

4. I would empower Her Majesty's Secretary of State to direct that any such Uncovenanted Officer who had served the Government in India for not less than five years in any Office of the same grade as those formerly reserved for the Covenanted Service, and who had shown proved fitness for such employment, should be admitted to the ranks of the Covenanted Service, on his entering into the usual covenants and agreements. His fitness to be tested by the reports of the local Government and Head of the Department, but his admission to depend entirely on the decision of the Secretary of State.

5. The rank of officers so admitted should date from the time when they were first appointed to an office of the grade usually reserved to the Covenanted Service, and according to that rank they would

enjoy the same claims to further promotion and all other advantages of the service as if they had entered it in the usual manner.

A short law empowering the Secretary of State to give effect to the last two propositions, in modification of the law which restricts admission into the Covenanted Civil Service to successful candidates at a competitive examination, would be the only legislation required in England.

It will be seen that this virtually concedes the request of those Members of the Uncovenanted Service who have attained to Office requiring the same qualifications as the Covenanted Service; in as much as admission to the Covenanted Service will, if my suggestions are adopted, be open to all of them who have practically proved their fitness for it. But the concession is made in a manner different from that proposed by the Memorialists.

As regards all those who have not yet attained such office, I would concede all the changes in the rules of their present service which they ask for. But I do not propose that any service except in the higher grade of Offices as above defined should form a passport of admission to the body of the Covenanted Service, and without the experimental proof of such actual service, I would not relax the existing restrictions on admission to the Covenanted body.

The 6th June, 1861.

(Signed) H. B. E. Frere.

P.S. — This paper was nearly finished before I had an opportunity of reading Mr. J. Stuart Mill's last work, his admirable "Considerations on Representative Government", in the last chapter of which he discusses some of the great questions connected with the administration of India, and especially those relating to the Civil Servants of Government. It would be superfluous to quote at length from a work which will be so well-known and so generally read within a few weeks of its publication, but I cannot resist asking the special attention of all who have to consider this question, to his remarks (page 320) on the effect of opening to the people of a dependency like India the public service, which a more jealous policy would reserve to the people of the dominant race, and on the difficulties of governing such a country through foreigners (page 323). The rest of his observations to the end of the chapter have all the weight which Mr. Mill's opinions on such subjects will ever carry, but his remarks (page 333) on the true character of the difficulties of providing the best Government for India, on the value of a special service constituted as that of India is, (page 335) on the groundlessness of the cry against the "Monopoly" of the present Service, and on the dangers of any of the alternatives which have been proposed, (page 338) appear to me

conclusive on the several points which they discuss, and I cannot but refer to his opinions and arguments as strongly supporting the views I have endeavoured to express.

The 14th June, 1861.

(Signed) H. B. E. Frere.

[Home — Pub. A Progs, October 1861, No. 59.]

57

Despatch to the Secretary of State for India of a Minute by the Governor General on Civil Services in India.

No. 37 of 1861.

HOME DEPARTMENT

The 8th June 1861.

TO The Right Honorable Sir Charles Wood, Bart, G.C.B., Secretary of State for India.

Sir,

We have the honor to forward a Minute by the Governor General on the Civil Service of India.

Further papers on the same subject will be communicated shortly.

We have &ca.,

Sd/- Canning, H. B. E. Frere, R. Napier.

[Despatch (Public) to the Secretary of State for India, 8 June 1861, No. 37.]

58

Government of India forward a Memorial from the Uncovenanted Servants and another from the higher officers of the Education Department in Bengal to the Secretary of State for India with recommendations to accept their demands as contained in either of the Memorials.

No. 42 of 1861.

HOME DEPARTMENT

the 15th June 1861.

TO The Right Honorable Sir Charles Wood, Bart., G.C.B., Secretary of State for India.

Sir,

1. In continuation of our Despatch No. 37 dated the 8th Instant we have the honor to forward a Memorial from the Uncovenanted Servants employed under the Government of India and the several local Governments, with a Minute by Sir Bartle Frere.

2. We forward also a Memorial submitted by the Higher Officers
 From Chief Secy. to Govt. of Fort St. George, of the Education Department in Bengal, and a
 No. 1435, dated 16 Sept. 1859. correspondence with the
 To Govts. of Bengal, N.W.P., Punjab, and Bom- local Governments relat-
 bay, dated 15 Oct. 1859. ing to it. The Object of
 From Govt. of Bengal, No. 450, dated 29 Sept. this Memorial is the
 1859. same which was urged by
 To do No. 2135, dated 28 Oct. 1859. the Director of Public
 From Govt. of Punjab, No. 2587, dated 27th Oct. Instruction in the Mad-
 1859. ras Presidency, in a let-
 From Govt. of Bombay, No. 2679, dated 15 Nov. ter which was forward-
 1859. ed to you by the Madras Government with their Despatch No. 39
 From Govt. of N.W.P., No. 7A, dated 28 Nov. dated the 3rd May 1859.
 1859 and enclosure.
 From Govt. of Bengal, No. 128, dated 18 April
 1860.

3. We are clearly of opinion that the prayer of this Memorial should be granted if the larger application to the same purport preferred in the general Memorial of the Uncovenanted Service should not be conceded. But if the prayer of the latter Memorial is granted, it will be unnecessary to consider the special Memorial of the Education Service.

4. The first and the Chief prayer of the general Memorial from the Uncovenanted Civil Servants of India is that Uncovenanted Servants may be considered eligible for promotion to all offices of the State. This question is fully discussed by the Governor General in His Excellency's Minute forwarded by the last Mail and in the Minute of Sir Bartle Frere submitted with this Despatch.

5. The second prayer of the Memorial is that which has been already referred to as including the prayer of the Memorial from the servants of the Education Department. It is that all Uncovenanted Servants may be permitted on the production of a Medical Certificate of incapacity for further service to retire after 15 and 22 years' service on 1/3rd and 1/2 pay respectively, such service reckoning from the age of 21 years and excluding furlough and sick leave.

6. We are unable to see upon what principle failure of health should be held to entitle an Officer in one branch of the Public Service to greater consideration than the Officers of other branches of the Service. In this respect it seems to us that there should be no distinction between the Judicial Service and the Executive Service, or

between the Native of India and the Englishman, except that as regards the latter, if health should fail before the earliest period entitling to pension, it may not be unreasonable to make him a small grant of money to enable him to transport himself and his family home. We are of opinion that the privilege now specially enjoyed by Law Officers and Native Judges and by Principals and Head Masters in the Education Department, having reference solely to failure of health such as to incapacitate for further service, should be extended to all Departments of the Public Service and to all ranks embraced by the pension rules.

7. The third prayer of the Memorial is that all Uncovenanted Servants may be allowed to retire on a pension after 25 years' service exclusive of furlough and sick leave, the pension to be half the average Salary drawn for the last five years. The Memorial makes no allusion to the maximum of £500 a year which has been prospectively fixed by the orders of the Home Government. This maximum should be maintained whatever other alterations may be adopted.

8. As regard the general application of this prayer we may observe that when the Uncovenanted Service Pension Rules were originally framed, no provision was made for retirement except on Medical Certificate of incapacity for further Service. This we apprehend was because the rules were framed for Natives of India and the principle adopted was therefore in accordance with that which obtains in the Civil Service in England. Now, however, it is undoubtedly necessary to provide for the case of English Uncovenanted Servants, and it cannot we think be said that the concession which was made a few years back by which retirement is permitted without Medical Certificate after 35 years' service, sufficiently meets their case. We are of opinion that the expectations of the Memorialists on this point are reasonable, namely that 25 years' Service not including furlough and sick leave, and not including Service previous to the age of 21 years should give a title to a pension, and we recommend that this be allowed.

9. A question however may arise whether this rule, reasonable as applied to Englishmen serving in India shall be allowed also to Natives of India or whether in this respect a distinction shall be maintained between the two, the Natives of India being held entitled to superannuation Pension only. We believe that it is impossible to maintain any such distinction, and one of the reasons against it will perhaps suffice. It is all but impossible to define "Natives of India" in such terms as to secure what is meant. It would not be desired to exclude persons of pure European parentage born in India, nor probably persons with a considerable mixture of Eurasian blood, if the European element predominated in their education and social

habits. If neither place of birth nor blood, is to decide the point, it seems impossible to define it with the legal precision which is necessary for service regulations.

10. The remaining three items of the Memorialists prayer relate to:

- (1) Leave on Medical Certificate,
- (2) Furlough and
- (3) The receipt of pay and pension in England.

11. We see nothing to object to in what is asked on these points, but it will be necessary to fix a maximum of furlough pay. Probably £500 a year will be thought a proper limit. We are strongly inclined to think that generally the rules with regard to sick leave and Furlough should be the same, as nearly as may be possible, for the Uncovenanted Service, as for the Covenanted Service. The privilege asked for by the Memorialists of retaining appointment during furlough is one which the nature of their case renders necessary, and which has not hitherto been permitted to the Covenanted Service. We are not sure, however, that the privilege might not with advantage be extended to the Covenanted Service, at all events to the extent of *two* years, during which period absence on Medical Certificate with retention of appointment is already permissible.

We have &ca.,

FORT WILLIAM,
The 15th June, 1861.

Sd/- Canning/H. B. E. Frere/R. Napier.

[Despatch (Public) to the Secretary of State for India,
15 June 1861, No. 42.]

59

Despatch to the Secretary of State for India on the inadmissibility of concessions regarding Furlough and Pension Rules to the Uncovenanted Government Servants as desired by Mr. A. Baker in his Memorial.

No. 56 of 1861

HOME DEPARTMENT,

The 6th August 1861.

TO The Right Honorable Sir Charles Wood, Bart., G.C.B., Secretary of State for India.

Sir,

We have the honor to acknowledge the receipt of your Despatch in the Financial Department No. 83 dated the 16th of May transmitting

for our consideration a copy of a Memorial presented to you by Mr. A. Baker on behalf of a large number of European Uncovenanted Servants of Government, praying for certain concessions chiefly in regard to the Furlough and Pension Rules applicable to that class of Servants, and proposing to meet the increased expenditure that would attend with a compliance with the prayer of their Memorial by the deduction of a percentage from their Salaries.

2. Having forwarded to you with our Despatch No. 42, dated the 15th of June, a very similar petition, we need only notice a few points in which the present memorial differs from that on which we have already reported our views.

3. The benefits which the present Memorialists claim they claim only for the European portion of the Uncovenanted Service. This is a distinction which we hold to be quite inadmissible.

4. The prayer of the Memorialists that a right of appeal to the Secretary of State should be allowed to an Uncovenanted Servant before he is dismissed clearly cannot be granted, unless a distinction were drawn between different classes of Uncovenanted Servants.

5. It is unnecessary to remark on the proposition of the Memorialists for the formation of a fund, by a rateable deduction from their salaries, to reimburse Government for the extra expense which would be entailed on it by conceding the privileges prayed for, as this part of the Scheme has been pronounced by you in the 3rd para of your Despatch to be "obviously inadmissible."

6. The remaining proposals of the Memorialists relate to Absentee and Pension Rules, and do not differ materially from those made in the Petition already transmitted. A slightly shorter term of Service (20 years instead of 22) is indicated for the higher grade of retiring Pension on Medical Certificate, and Furlough Pay is proposed at the rate of $\frac{1}{2}$ instead $\frac{1}{3}$ salary. On these points we beg to draw attention to the opinions expressed in the 5th to the 8th and in the 10th and 11th paragraphs of your Despatch of the 15th June.

FORT WILLIAM,
The 6th August, 1861.

We have the honor to be,
Sir,

Your most obedient Humble Servants.
(Sd/-)Canning/H. Rose/H. B. E. Frere/R. Napier.

[Despatch (Public) to the Secretary of State for India,
6 August 1861, No. 56.]

60

Despatch from the Secretary of State for India transmitting a copy of the Act to amend the law concerning Civil Service in India and to confirm certain appointments made in the past.

India Office,
London, 9th August 1861.

Legislative,
No. 15.

TO His Excellency the Right Honourable the Governor General of India in Council.

My Lord,

1. I herewith transmit to your Lordship in Council a copy of the Act* recently passed by Parliament to confirm certain "appointments in India, and to amend the law concerning the Civil Service there."

*24 and 25 Vic., Cap. 54.⁷

2. By an opinion given by high legal authority in this country, doubts had been thrown on the legality of several appointments which had, for a great length of time, been made uniformly without question in India; and whilst many appointments had been reserved for members of the Civil Service, there had occurred in late years more than one instance in which the authorities in India had deemed it more conducive to the public service to appoint a person to a place of this description who was not a member of that Service. In some cases such appointments were maintained, and in others they were cancelled.

3. It seemed to me indispensable to leave no doubt as to the validity of past appointments, and to make such provision for the future that, whilst due regard was paid to the claims of the Covenanted Servants of the Government, no absolute bar should remain against the employment of any person who might be the best fitted to fill any particular situation.

4. The present Act is intended to accomplish this twofold purpose.

5. By Section 1, all appointments made by the several Governments in India up to the present time, in regard to which doubts may have been entertained with reference to the provisions of the 33d Geo. 3. c. 52. s. 57, are declared valid.

6. By the second section, certain appointments specified in the schedule annexed to the Act are, in the districts now known as Regulation Provinces,⁸ reserved, under ordinary circumstances, to mem-

bers of the Covenanted Civil Service; but to any of these, under special circumstances, to be reported to me, and subject to my approval in Council, other persons may be appointed.

7. Whenever you may deem it essential to the good of the Public Service to make such an appointment, you will forthwith report it to me, with the special circumstances under which it has been made.

8. You will call the special attention of the Lieutenant Governors of the two divisions of the Presidency of Fort William to these provisions of the Act, and furnish them with instructions as to the course to be followed in reporting to you any appointment which they may respectively make to any office in the schedule, of a person not in the Covenanted Service.

9. For all other situations, without any restriction, Europeans and Natives, subjects of Her Majesty, are equally eligible, under the general rules laid down by the several Governments in India for the supply of those offices which the law does not require to be ordinarily filled by members of the Covenanted Service.

I have the honour to be,
My Lord,
Your Lordship's most obedient, humble Servant,
C. Wood.

[Despatch (Legislative) from the Secretary of State for India, 9 August 1861, No. 15.]

61

Extracts from the Proceedings in the Financial Department regarding Civil Service Rules.

READ an Extract No. 8084, from the Proceedings in the Financial Department under date the 1st July 1861,⁹ transferring for disposal in this Department a Financial Despatch from the Right Hon'ble the Secretary of State for India, No. 83 of 1861, dated 16th May, transmitting for consideration copy of a Memorial presented to him by Mr. A. Baker, on behalf of a large number of European Uncovenanted Servants of Government, praying for certain concessions, chiefly in regard to the Furlough and Pension Rules applicable to that class of servants, and proposing to meet the increased expenditure that would attend a compliance with the prayer of their Memorial by the deduction of a percentage from their salaries.

Read letter to the Right Hon'ble the Secretary of State for India, No. 56, of 1861, dated the 6th August, replying to the above Despatch.

Read again Despatch from the Right Hon'ble the Secretary of State for India, in the Legislative Department, No. 15 of 1861, dated the 9th August, forwarding Act 24 and 25 Victoria, Cap. 54, "to confirm certain appointments in India, and to amend the Law concerning the Civil Service there."

Read again letter addressed to the Governments of Bengal and the North-Western Provinces, on the 21st September last, forwarding a copy of the above Despatch, and of its enclosure, and calling special attention to the 3rd Section of the Act, with the request that every appointment made under that Section may be reported at the time to the Government of India in this Department, the report to be accompanied by a full account of the past services of the Officer selected for such appointment, with a precise statement of the special circumstances of the case which have led to the appointment being made.

Public T. S. Proceeding
21st September 1861, No. 130.

[Home — Pub. A Progs, October 1861, No. 60.]

62

Despatch from the Secretary of State for India embodying his views in respect of the opening of the Covenanted Civil Service to the persons who did not enter it in the ordinary way.

Legislative No. 21.

India Office, London,
14th September 1861.

TO His Excellency the Right Honourable
the Governor General of India in Council.

My Lord,

1. Your letters in the Public Department, Nos. 37 and 42, dated respectively the 8th and 15th June last, on the subject of the opening of the Civil Service to persons who have not entered it in the ordinary way, have been considered by me in Council. These communications, I may observe, did not reach me until the Act, a copy of which was transmitted to you with my Despatch, No. 15 dated 9th August 1861,¹⁰ was nearly at its last stage in Parliament.

2. The Despatch referred to contains my remarks and instructions on the general provisions of the Act.

3. Your Lordship will observe that the provisions of Section 4 are in perfect accordance with your opinion, that every appointment

of "an Uncovenanted Servant to one of the Offices in question shall be a special act done, as occasion arises, with reference to the special claims of the individual servant, and to the advantage of the public service, and not in obedience to any general rule for the distribution of Offices."

4. The Act provides for the admission, under special circumstances, of persons not in the Covenanted Civil Service to offices ordinarily held by members of that service, but not to the service itself. It contains no provision to the effect of your Lordship's recommendation, that the Uncovenanted Officer specially appointed "should execute a covenant enrolling himself permanently in the Covenanted Service, and qualifying himself to hold thereafter any Office to which a Covenanted Civil Servant is eligible." No alteration is made in the mode prescribed by the 21st and 22nd Vict. C. 106. Sec-32,¹¹ in regard to the admission of persons to the Covenanted Civil Service, and I am of opinion that no further change in the law of 1793,¹² than that made by the Act just passed, is at present called for.

5. You will further observe that the principle of the substantial authority of all special appointments being carefully reversed to the Government in England is strictly maintained. The course to be followed on such occasions is distinctly prescribed, and must be closely followed.

6. The appointments in the Non-Regulation Provinces¹³ will be supplied, as heretofore, from members of the Covenanted, Uncovenanted, and Military Services. Some of these appointments, such as the Judicial and Financial Commissionerships in the Punjab, Mr. Ricketts proposed¹⁴ should be held by members of the Covenanted Service, and you will probably think it advisable to follow his recommendation in this respect.

7. By the last section, the previous law respecting the seniority of Civil Servants has been repealed. The change recommended by your Lordship in the 24 paragraph of your Minute of the 8th June last, on the Principle upon which precedence in the Civil Service is regulated, and the members of the Service classified in divisions, will be separately considered.

8. Those portions of your letters under reply which refer to the salaries, pensions and furloughs of the Uncovenanted Servants, will be referred for consideration and reply, to the Financial Department.

I have the honour to be &c.

(Signed) C. Wood.

[Despatch (Legislative) from the Secretary of State for India, 14 September 1861, No. 21.]

63

Issue of a Notification by the Government of Bombay making it obligatory on the Uncovenanted Servants who joined Service before 19th May 1855 and later promoted to high paid appointments, to renounce any claim to pension beyond £500/- per annum.

FROM A. D. Robertson, Esquire, Acting Chief Secretary to the Government of Bombay, to C. H. Lushington, Esquire, Secretary to the Government of India, Financial Department, No. 551, dated 11th April 1862.

Under the instructions of the Government of India, noted in the margin, this Government Extract from the Proceedings of the Government of India, in the Financial Department, No. 1934 dated 19th May 1855. issued a Notification, dated the 26th June 1855, that "in no case (as respects persons appointed to the Uncovenanted Service after the 19th May 1855) shall a larger pension than £400 four hundred, or Rupees (4,000) four thousand per annum be granted to Uncovenanted Servants receiving salaries of Rupees (700) seven hundred to (1,000) one thousand a month; nor a larger pension than £ (500) five hundred, or Rupees (5,000) five thousand per annum to Uncovenanted Servants receiving salaries above that amount, whether their retirement be from ill health (after either 20 or 30 years' service) or without a Medical Certificate after 35 years' service."

2. This Notification does not affect Uncovenanted Servants who have entered the Service before the 19th May 1855, and who are therefore entitled to a pension of half of their average salary for the last five years of service when they retire after 30 or 35 years' service under the Pension Rules.

3. Looking, however, to the number of high-paid appointments which are now thrown open to this class of Officers, the Governor in Council anticipates that the State will become saddled with large pensions payable on their retirement from the service, before and I am therefore directed to propose to the Government of India that, any Uncovenanted Servant, who shall have entered the service before the 19th May 1855, is promoted to an appointment, the salary of which is Rupees (10,000) ten thousand per annum and upwards, he shall be called upon to renounce formally any claim to pension beyond the sum of £ (500) five hundred per annum.

No. 3474, FINANCIAL Department, For William, The 23rd May 1862.

Forwarded to the Committee of Secretaries for consideration and report, with the request that some of the leading members of the Uncovenanted service may be consulted on the Bombay Government's proposal, so that if they have any objections to offer they may be considered.

[Fin. Pen., Grat. & Rew. A Progs, 6 August 1862, Nos. 1-2.]

64

The Committee of Secretaries approve of the proposition made by the Government of Bombay with respect to the grant of pensions to Uncovenanted Servants promoted to the higher posts, provided the rights of existing incumbents were fully protected.

FROM H. D. Sandeman, Esquire, Honorary Secretary to Committee of Secretaries to C. Bernard, Esquire, Under Secretary to the Government of India, Financial Department, dated, Calcutta, 2nd July 1862.

I have the honor to acknowledge the receipt of your docket, under date 23rd May last, No. 3474, forwarding to the Committee of Secretaries, for consideration and report, a letter from the Government of Bombay, in which it is proposed, with reference to the instructions of the Government of India, in the Financial Department No. 1934, dated 19th May 1855, that before any Uncovenanted Servant, who shall have entered the service prior to that date (viz. 19th May 1855) is promoted to an appointment, the salary of which is Rupees 10,000 per annum, or upwards, he shall be called upon to renounce formally any claim to pension beyond the sum of £500 per annum, and requesting further that some of the leading members of the Uncovenanted Service may be consulted on the subject of the proposition of the Bombay Government, so that if they have any objections to offer they may be considered.

2. The Committee would submit that the subject under reference does not appear to them to involve any question upon which a discussion or argument can arise, and they have not therefore thought it necessary, without further orders, to consult the leading members of the Uncovenanted Service on the question before them.

3. They are of opinion that the proposition made by the Bombay Government is quite fair and equitable and that it might be reason-

ably adopted in its integrity, provided that the rights of existing incumbents be fully secured in carrying out the Rule.

4. The original enclosures received with your docket under reply are herewith returned.

[Fin. Pen., Grat. & Rew. A Progs, 6 August 1862, No. 3.]

65

Government of India inform the Government of Bombay their intention to obtain early orders of the Secretary of State for India on the mode of limiting the amount of pensions to Uncovenanted Servants, who entered the service before 19th May 1855.

FROM the Hon'ble E. Drummond, Secretary to the Government of India, Financial Department, to the Acting Chief Secretary to the Government of Bombay, No. 95G, dated 6th August 1862.

I am directed to acknowledge the receipt of your letter, No. 551, dated the 11th April 1862, and in reply to inform you that the question of the mode of limiting the amount of pension to be granted to Uncovenanted Officers who entered the service before the 19th May 1855, will be submitted for the early consideration and orders of the Secretary of State.

[Fin. Pen., Grat. & Rew. A Progs, 6 August 1862, No. 4.]

66

Government of India do not consider the proposals of Bombay Government a proper way of restricting the pensions of Uncovenanted Servants, when promoted to higher posts; instead they recommend in their Despatch to the Secretary of State for India to change the Rules of 1831 themselves under which they were given pensionary benefits.

No. 111 of 1862

FINANCIAL DEPARTMENT
Fort William, the 6th August 1862.

TO The Right Hon'ble Sir Charles Wood, Bart., M.P., Secretary of State for India.

Sir,

The Rules of the 4th January 1831, regarding the grant of pensions to Uncovenanted Servants,¹ restrict the amount of pension to half

salary for those who have served for thirty years or more (except as regard Law Officers and Native Judges, in whose case 22 years' service is sufficient) and to one-third for those who have served for a shorter period not less than 20 years (15 years being substituted for 20 in the case of Law Officers and Native Judges).

2. Referring, however, to the extension of the service and the alteration in the prospects of its members since the Rules were passed, the late Court of Directors decided in their Despatch No. 21, dated the 28th February 1855, that £500 per annum should be the maximum pension to be granted to Uncovenanted Officers "hereafter appointed to the Service." Accordingly, as respects all Uncovenanted Officers who entered the service prior to that date, Rules of 4th January 1831 continue to be applied, and with reference to the continually increasing number of highly paid appointments which are now thrown open to Uncovenanted Servants, the Government of Bombay, anticipating that the State will become saddled with large pensions payable on their retirement from the Service, have addressed us proposing that "before any Uncovenanted Servant who shall

The date of the orders of the Government of India notifying the decision of the Court of Directors in their Despatch No. 21 of 1855. have entered the service before the 19th May

1855 is promoted to an appointment the salary of which is Rupees 10,000 per annum and upwards, he shall be called upon to renounce formally any claim to pension beyond the sum of £500 per annum."

3. The restriction proposed by the Bombay Government is in itself quite reasonable, and the only doubt we find regarding it is whether it is the proper way of attaining the object in view.

4. The Uncovenanted Service, it seems to us, cannot claim to have any rights under the Rules of 1831 beyond what may be considered to arise out of the general pledge which those Rules may be taken to give, that a Member of that service when rendered incapable of further duty shall not be discharged without *some* pensionary support. As regards the *amount* of pension to be given, the Rules merely fix a limit which is not to be exceeded; and although it has with rare exceptions been the practice to allow the highest pension of which the Rules allow, this practice cannot be admitted to confer on the Uncovenanted Service any right to claim that maximum in all cases, without any regard whatever to the original design and scope of the Rules.

5. The Rules of 1831 were obviously not framed with a view to the duties and emoluments of the high offices which are now bestowed on the Uncovenanted Service.

6. Apart from any question of construction of the Rules as they stand, we see no ground for holding that the Government, in passing the Rules of 1831, pledged the State to allow pensions on the scale, and according to the conditions therein prescribed, to all Uncovenanted Servants who were at that time in the Public Service, or who might enter the Service while the Rules yet remained in force.

7. It appears to us that it was always open to the Government to modify these Rules whenever it might in good faith consider that the public interests called for their modification; and when it appeared that the circumstances of the Uncovenanted Service were becoming rapidly changed, and that the Rules which were framed chiefly in reference to Natives of India, among whom at that time it is probable that no salary higher than 500 or 600 Rupees a month would have been found, were claimed as applicable to a class of appointments for which they never were meant to provide, we consider that the Government would have been perfectly justified in framing new Rules and making them applicable to all classes of appointments which were plainly not included within the original intention of the Rules of 1831. This would have been a direct, and in our judgment a very legitimate way of attaining the object, which it is now proposed to attain by the somewhat doubtful proceeding of refusing promotion to a deserving Officer, unless he will consent to abandon that to which it is assumed he has a right under the existing Rules.

8. We incline to think notwithstanding the difficulty which is undoubtedly caused by the Proceedings of 1855, referred to in the second paragraph of this letter, that even now it will be better that the Government should assert its right to alter the Rules of 1831, as regards all appointments clearly not embraced by the original intention of those Rules, and to declare such alteration applicable to all Uncovenanted Servants whether they entered the Public Service before 1855 or since.

9. But if this be done it may be right, perhaps, having regard to the expectations which must naturally have been created by the order of 1855, to allow the full advantages of the Rules of 1831, with respect to all appointments *made up to the present time* and held by Officers who entered the Public Service before 1855. Thus, such an Officer already holding an appointment of Rupees 1,500 a month will, on superannuation after 22 or 30 years' service, according to the class of appointment, be able to claim a pension up to £900; but he will not, if hereafter promoted to higher emoluments, be able to claim a still larger pension calculated on those higher emoluments.

10. The distinction which will thus be made between persons (all having entered the Public Service before 1855) who have already obtained promotion to high and lucrative employment, and those who

are yet looking for such promotion may possibly appear unreasonable and invidious, but it will not really affect the latter class more injuriously than will the proposal submitted by the Government of Bombay, and it is a course which, on the whole, seems to us less open to objection than the Bombay plan.

11. We request the favor of an early decision upon this reference.

We have the honor to be,

Sir,

Your most obedient and humble servants.

FORT WILLIAM

The 6th August, 1862.

[Despatch (Financial) to the Secretary of State for India,
6 August 1862, No. 111.]

67

Despatch from the Secretary of State for India conveying decision of the Home Government regarding Leave and Pension Rules for Uncovenanted Servants.

India Office,

London, 8th December 1862.

Financial, No. 205.

TO His Excellency the Right Honourable the Governor General of India in Council.

My Lord,

1. I have considered in Council the Memorial from the Uncovenanted Servants of the several Governments in India, praying for modifications in the existing Rules, which govern the grant to them of pensions, and leave of absence, together with your Public Letters, dated the 8th and 15th June 1861, No. 37 and 42, 6th August 1861, No. 56, and your Financial Letter, dated the 4th August 1862, No. 110, on the same subject.¹⁶

2. The great body of the Uncovenanted Servants of India have always been Natives; and it has been the just and wise policy of the Government to employ, as largely as they could with advantage, the Natives of India in the administration of their own country. It is still the desire and intention of Her Majesty's Government that, whilst, to a certain extent, European agency beyond the Covenanted

Servants must always be employed in various situations, Natives of India should constitute the great majority of the Uncovenanted Servants in India.

3. Your Government points out the impossibility of making any distinction between Europeans and Natives. In that opinion I entirely concur, and whilst, therefore, I cannot but admit that there are differences of various kinds in the circumstances of persons of the different races who are employed in the Uncovenanted Service of India, it appears to Her Majesty's Government to be indispensable that the rules to be laid down should be such as are applicable to the whole of that body, of whom the great majority are, and must always be, of Native race and of Native habits.

4. I think there is, however, sufficient ground for an exception as regards Educational Officers, and Law Officers, and Native Judges. In those cases a previous course of study, and, in many instances, practical experience, is required, and there is, consequently, reason for making a distinction in regard to that class of servants whose claims will, therefore, be separately considered.

5. I now proceed to convey to you the decision of Her Majesty's Government as to the general body of Uncovenanted Servants.

6. It has been decided that no Uncovenanted Servant shall in future be allowed to count for pension any period of service antecedent to his having attained the age of 22 years, and, in calculating the period of service required by this Despatch as a qualification for pension, the period must be reckoned from that age.

7. The allowances to be granted to Uncovenanted Servants on retirement are in future to be as follows, viz. :

On production of such medical certificates as shall satisfy the Government, under which the applicant may be serving, of his incapacity to serve longer in India :

1. Under 15 years' service, a gratuity not exceeding 12 months' salary.
2. After 15 years' service, one-third of his salary, (and of his personal allowance, if any,) provided that in no case shall a pension be granted exceeding the sum of Rs. 3,000 per annum, whatever the amount of salary, nor of Rs. 2,000 per annum, if the salary shall not exceed Rs. 2,000 per annum, if the salary shall not exceed Rs. 12,000 per annum.
3. After 25 years' service, one half of his average salary, (and of his personal allowance, if any,) during the previous five years, provided, however, that in no case shall a pension be granted exceeding Rs. 5,000 per annum, whatever the amount

of salary, nor exceeding Rs. 4,000 per annum, if the salary shall not exceed Rs. 12,000 per annum.

After 30 years' service or upwards, a pension may be granted, without production of medical certificate, of the same amount, and subject to the same limitation, as that sanctioned for 25 years' service, on medical certificate.

8. The period of service which is to be admitted in considering a claim to pension, must be continuous; but in case of the abolition of the office held by an Uncovenanted Servant, and his being subsequently employed by Government, his first period of service is to be taken into account.

9. Pensions of the full amount stated are to be granted only as the reward of approved service. In any case in which an Uncovenanted Servant, without having incurred the penalty of removal from Government employ, shall, nevertheless, in the opinion of the Government under which he has been serving, not be entitled to the full amount of pension, the Local Government will make such a reduction in the amount of pension as it shall consider just.

10. These pensions have hitherto been payable only in India. As a rule, Europeans, on being pensioned, desire to return to this country, and they are consequently under the necessity of employing an agent in India to receive and remit their pensions. If the pensions are allowed to be paid in England, the delay, risk, and inconvenience of agency will be saved, while the charge to Government would be very inconsiderable. Her Majesty's Government have, therefore, decided that each Uncovenanted Servant shall, on retirement, have the option of drawing his pension either in India or from the Home Treasury. After exercising his option on retirement, he may, at a subsequent period, change the place of payment from England to India, or *vice versa*. This change can, however, be allowed but once.

11. The rate of exchange is an important consideration in regard to payment in England. Her Majesty's Government will not now fix any permanent rate for the purpose, but as a rate of exchange, based on the intrinsic value of the rupee, and the market price of bills is annually fixed in communication with the Lords of the Treasury for the adjustment of transactions between the British and Indian Exchequers, which rate is applied to family remittances of Officers serving in India, the same rate appears to be equitable for the payment in England of the pensions of Uncovenanted Servants, and is, therefore, to be adopted.

12. I am desirous of being furnished with a list of the Uncovenanted Servants who are entitled to the benefit of the Pension Rules; and it must be understood that it is not now intended to grant the

benefit of those rules to any of the lower grades of servants, who are not at present entitled to pension.

13. An Uncovenanted Servant may, under the existing rules, be granted, on sufficient cause being shown, leave on private affairs, for six months in one period, retaining his office, with half salary, up to £600 per annum, which is the maximum amount allowed to be drawn. This leave may be repeated after intervals of six years, and is allowed to count for pension. Leave of this description may still be granted, but the period of absence will not be allowed to count for pension, and the option may be given to Uncovenanted Servants of taking in lieu of the above leave a furlough for one year, after 10 years' residence, and a second furlough also for one year after 18 years' residence, in India, such absence being limited to two years during the whole period of service. For such periods, an absentee, whose salary does not exceed Rs. 200 per mensem, may be allowed to draw one-half salary, provided, however, that it shall not exceed Rs. 800 or 80 £ per annum. If the absentees salary shall be

Above Rs. 200, and not exceeding Rs. 400 per month, he may be granted an allowance of Rs. 1,300 or £130 per annum.

Above Rs. 400, and not exceeding Rs. 700 per month, he may be granted an allowance of Rs. 2,000 or £200 per annum.

Above Rs. 700, and not exceeding Rs. 1,200 per month, he may be granted an allowance of Rs. 3,000 or £300 per annum.

Above Rs. 1,200 and not exceeding Rs. 1,500 per month, he may be granted an allowance of Rs. 4,000 or £400 per annum.

On taking leave on private affairs for the first time after the publication of the new rules, an Uncovenanted Servant must decide whether he will apply for six months' leave on private affairs, or for one year's furlough, and, having once exercised his option, and obtained leave accordingly, he will not, during the remainder of his service, be eligible to the other description of leave.

14. In regard to absence on medical certificate, an Uncovenanted Servant, under the existing rules, may be granted leave of absence for three years during the whole period of his service, of which two may be continuous, and two only can be counted as service qualifying for pension. For one year of the entire period, the absentee may draw half, and during the remainder one-third of his allowances, limited, however, to 600 £ per annum.

15. Instead of the period of leave now allowed, Her Majesty's Government authorise the grant of leave of absence, on medical certificate, with allowances, to the extent of three years, in two periods, of which not more than two years may be taken at one time.

16. For the first 15 months of each period, the absentee may be allowed one-half salary, provided that it shall in no case exceed 600 £ per annum; and for the remainder of his absence, within the prescribed limit, he may be allowed one-fourth of his salary, limited to 300 £ per annum.

17. If any further leave should be applied for on medical certificate, it may be granted as exceptional leave, but without any allowance.

18. These periods of absence on furlough and medical certificate are not to count for pension; but privilege leave, in India, may be allowed for one month in each year, which is not, however, to accumulate, and the grant of which must be always subject to the condition, that no inconvenience or change shall be caused to Government thereby; this privilege leave will count in the period of service qualifying for pension.

19. In connexion with this subject, I have also had under consideration your Financial Letter, dated the 6th August 1862, No. 111, in which you refer to a proposition made by the Government of Bombay in reference to the restriction on the maximum amount of pension prescribed in the Financial Despatch of the Court of Directors to the Government of India, dated the 28th February 1855, No. 21.

20. That Despatch fixed the sum of 500 £ as the maximum pension to be granted to "Uncovenanted servants hereafter appointed to the service." The Government of Bombay consider that it would be expedient to require any Uncovenanted Servant, who entered the service before the date of the orders of your Government on the Despatch of the Court of Directors, and who shall hereafter be promoted to an appointment, the salary of which is Rs. 10,000 per annum and upwards, to renounce formally any claim to pension beyond the sum of 500 £ per annum.

21. In reference to that opinion of the Government of Bombay, you observe that the Uncovenanted Service "cannot claim to have any rights under the Rules of 1831, beyond what may be considered to arise out of the general pledge which those rules may be taken to give, that a member of that service, when rendered incapable of further duty, shall not be discharged without some pensionary support. As regards the amount of pension to be given, the rules merely fix a limit, which is not to be exceeded, and although it has, with rare exceptions, been the practice to allow the highest pension of which the rules allow, this practice cannot be admitted to confer on the Uncovenanted Service any right to claim that maximum in all cases, without any regard whatever to the original design and scope of the rules."

22. You nevertheless consider that, with reference to the order of 1855, it may be right "to allow the full advantages of the Rules of 1831, with respect to all appointments made up to the present time and held by officers who entered the public service before 1855. Thus, such an officer, already holding an appointment of Rs. 1,500 a month, will, on superannuation after 22 or 30 years' service, according to the class of appointment, be able to claim a pension up to 900 £ a year, but he will not, if hereafter promoted to higher emoluments, be able to claim a still larger pension calculated on those higher emoluments."

23. I must observe that, under the existing Pension Rules, an Uncovenanted Servant is not entitled to claim a pension of the full amount, which is only authorized as the reward of approved service, and when the rules were framed, it could not have been contemplated that a larger pension than 500 £ per annum could ever be granted.

24. Under any circumstances, therefore, the full pension should only be awarded in cases of extraordinary merit.

25. With this reservation, however, I concur in the expediency of the proposition made by you, which must be invariably acted upon as regards promotion subsequent to this date, and a clause to that effect should be included in the new rules.

26. Unless you should desire to make any representation to me on the subject of this Despatch, I request that rules may be prepared and published in accordance with the instructions herein contained.

I have the honour to be,
My Lord,
Your Lordship's most obedient, humble servant,
(Signed) Charles Wood.

68

Despatch from the Secretary of State for India conveying decision of the Home Government to treat the Educational Officers on a more liberal footing than other Uncovenanted Servants in respect of Leave and Pension Rules.

Financial,
No. 290.

India Office,
London, 23rd December, 1865.

TO His Excellency the Right Honorable the Governor-General of India in Council.

Sir,

With reference to paragraph 4 of my Financial Despatch, dated the 8th December 1862, No. 205, I have to acquaint you that having fully considered in Council what arrangements should be made in regard to the Pensions of Educational Officers, I have arrived at the conclusion that, taking into consideration the advantages enjoyed by them under the Old Rules, as compared with other members of the Uncovenanted Service, the claims of Educational Officers will be adequately provided for, by continuing to them the benefits of the existing Pension and Leave Rules applicable to Uncovenanted Servants generally, with the provision that, in the cases of Educational Officers who may enter the service after having attained the age of 25, periods of service of 12, 22 and 27 years shall be substituted for the periods of 15, 25 and 30 years, specified in Sections 6 and 7 of the Uncovenanted Service Pension Rules.

2. Officers who may enter the Educational Department at an earlier age than 25 years, will be subjected to the general Rules for Members of the Uncovenanted Service.

3. Under the old Pension Rules for the Uncovenanted Service,¹⁷ Law Officers and Native Judges, as well as Principals and Head Masters of Colleges and Schools, were admissible to Pensions after shorter periods of Service than were required from other Uncovenanted Servants.

4. The Offices included under the designation of "Law Officers" no longer exist. The rules laid down in this Despatch will consequently apply only to Officers of the Educational Department. If any *Native* Judges still remain in the Service, their cases as they arise must be treated as exceptional, all other Judicial Officers being subject to the general Rules for Uncovenanted Servants.

I have &c.,
(Sd.) C. Wood.

[Despatch (Financial) from the Secretary of State for India, 23 December 1865, No. 290; Fin. Pen. & Grat. A Progs, March 1866, No. 30.]

69

Government of Bengal forward a copy of the letter from the Director of Public Instruction as a cover to the Memorial from the higher branch of Educational Service in Bengal for liberalising Pension Rules and convey the views of Lieutenant Governor for revising the Table of Precedence and assigning rank to the Covenanted and Uncovenanted Officers in accordance with the post held.

FROM H. L. Dampier, Esquire, Officiating Secretary to the Government of Bengal, to E. C. Bayley, Esquire, Secretary to the Government of India, No. 4913, dated the 30th November 1867.

I am directed to forward, for submission to the Governor General in Council, the accompanying copy of a letter* from the Director of Public Instruction giving cover to a memorial from the Officers of the higher branch of the Educational Service in Bengal, praying for a reconsideration of the Pension Rules applicable to the Education Department of the Public Service, and recommending the adoption of a more liberal scale than that at present in force, and the assignment of Official rank to the graded Officers of the Educational Service.

2. The Lieutenant-Governor desires me to say that the pension scale proposed by the Memorialists, accompanied by the proviso that no pension shall exceed £600 a year, seems to him very reasonable.

3. It appears also to the Lieutenant-Governor that the time has come when, owing to the very large employment of Uncovenanted Officers in high appointments in the Educational, the Judicial, and other branches of the Public Service, some rank should be assigned to them, and that this can only be done by altogether suspending the principle upon which the present Table of Precedence is prepared, and adopting instead the principle of assigning rank according to the office held; in that case, of course, equal rank would be given to Covenanted and Uncovenanted Officers holding similar offices.

[Home — Edn A Progs, 28 March 1868, No. 1 (recorded in Progs of 4 April 1868).]

ENCLOSURE IN DOCUMENT 69

Director of Public Instruction, Bengal, forwards with favourable remarks a Memorial from the higher officers in the Educational Service in Bengal for onward transmission to the Secretary of State for India.

FROM W. S. Atkinson, Esquire, M.A., Director of Public Instruction, to the Secretary to the Government of Bengal, No. 4118, dated Cherra Poonjee, the 24th October 1867.

I have the honor to forward herewith, for transmission to the Secretary of State for India, a memorial which has been placed in my hands by the Officer of the higher branch of the Educational Service in Bengal, praying for a re-consideration of the Pension Rules applicable to this Department of the Public Service, and recommending for adoption a more liberal scale of retiring allowances than that at present sanctioned.

2. In submitting this document to Government, I beg respectfully to state that I concur entirely in the arguments of the Memorialists, and am of opinion that the scheme they have suggested is well conceived and very moderate. I trust that it may receive the support of His Honor the Lieutenant-Governor and of His Excellency the Governor General in Council.

3. With regard to the doubtful point remarked on in paragraphs 8 and 9, whatever may be the decision arrived at on the general scheme now proposed, it would obviously be unfair to those officers who have served for years in the Department with the prospect of obtaining, on retirement, particular advantages offered by the Rules in force at the time they entered the Service, to deprive them of those advantages by a subsequent alteration of the Rules; and I feel sure that the Government will at once set at rest the doubts that have been raised by an authoritative decision, declaring that each Officer will be dealt with, if he so desires, in accordance with the Rules under which he first accepted employment in the service of Government.

4. When submitting to Government the scheme for grading the superior Officers of the Education Department in Bengal, I had occasion to adduce reasons which make it desirable that social rank and precedence should be accorded to this class of Public Servants. Those reasons I still believe to be of considerable weight, and I further venture to think that the list of names appended to the present memorial is a sufficient proof that the Department has a just claim to such recognition. I would strongly urge that the claim be now conceded, and that, in accordance with the recommendation of Sir A. Grant for Bombay, a regular Educational "Service" be constituted for the Lower Provinces of Bengal, to consist of the Director of Public Instruction and the four classes of Officers included in the grade list already sanctioned.

[Home — Edn A Progs, 28 March 1868, No. 2 (recorded in Progs of 4 April 1868).]

ANNEXURE TO THE ENCLOSURE IN DOCUMENT 69

Memorial from the Inspectors, Principals, Professors and Assistant Professors holding graded appointments in the Bengal Educational Service, for the grant of more favourable Pension Rules.

TO the Right Hon'ble Sir Stafford H. Northcote, Bart., Secretary of State for India, dated the 24th September 1867.

MEMORIAL OF THE UNDERSIGNED INSPECTORS, PRINCIPALS, PROFESSORS, AND ASSISTANT PROFESSORS, HOLDING GRADED APPOINTMENTS IN THE BENGAL EDUCATIONAL SERVICE.

Respectfully Sheweth, that the Educational Despatches of the Secretary of State for India in 1854 and in 1859 announced the deep interest felt by Her Majesty's Government in the progress of education in this country, and have led to a vast extension of instruction among all classes of Her Majesty's Indian subjects.

2. That the Despatches of 28th February 1855, of 9th December 1861 and of 9th December 1864, acknowledge the importance of the duties discharged by the Educational Service, and confer certain highly valued privileges regarding salary and pension on the higher Officers of the Department.

3. That the Despatches of 28th February 1865, granted to Educational Officers after approved service pensions on medical certificate of one-third salary after 15 years, and of one half salary after 22 years not exceeding £500 a year in either case, towards which periods might be counted two years' leave of absence on medical certificates, and six months' leave on private affairs every six years.

4. That the Despatch of the 8th December 1862 granted a reduction of five years in the service for pension to all Uncovenanted Servants, except Educational Officers, whose case was reserved for separate consideration in the following terms:—

Para, 4. — “I think there is, however, sufficient ground for an exception as regards Educational Officers and Law Officers and Native Judges. In those cases a previous course of study, and in many cases practical experience, is required, and there is consequently reason for making a distinction in regard to that class of servants whose case will be separately considered.”

5. That this recognition by Her Majesty's Secretary of State of the claims of Educational Officers to more favorable Pension Rules than the general body of the Uncovenanted Service, on the ground of their duties requiring special qualifications which could only be acquired by a previous course of study, was received by your Memorialists with much satisfaction, as placing their case on the same

footing with that of Covenanted Civil Officers, whose ranks are recruited from the same class to which your Memorialists belong, though their emoluments and privileges are higher than those hitherto accorded to Educational Officers. Further, that your Memorialists were led to expect that they would not be deprived of any advantages which existing Rules gave them over other members of the Uncovenanted Service, but rather that, in accordance with the policy which had induced Her Majesty's Secretary of State to reserve their case for separate consideration, the distinctions already recognized would be re-affirmed and consolidated, by declaring Educational Officers in the higher ranks of the Department eligible to the same Pension Rules as those which Covenanted Civil Officers enjoy.

6. That your Memorialists were grievously disappointed on the publication of the Despatch No. 290 of 23rd December 1865, from Her Majesty's Secretary of State, of which the following are extracts :—

Para. 1 — “With reference to paragraph 4 of my Financial Despatch, dated the 8th December 1862, No. 205, I have to acquaint you that, having fully considered in Council what arrangements should be made in regard to the pensions of Educational Officers, I have arrived at the conclusion that, taking into consideration the advantages enjoyed by them under the Old Rules, as compared with other members of the Uncovenanted Service, the claims of Educational Officers will be adequately provided for, by continuing to them the benefits of the existing Pension and Leave Rules applicable to Uncovenanted Servants generally, with the provision that, in the cases of Educational Officers who may enter the Service after having attained the age of 25, periods of service of 12, 22, and 27 years shall be substituted for the periods of 15, 25 and 30 years, specified in Sections 6 and 7 of the Uncovenanted Service Pension Rules.

2. “Officers who may enter the Educational Department at an earlier age than 25 years will be subject to the General Rules for members of the Uncovenanted Service.”

7. That this Despatch, so far from conferring any advantage, inflicts a serious injury on your Memorialists; for the Rules of 1862, while beneficial to others, deprived Educational Officers of the Benefits of those of the 28th February 1855, without offering them any adequate compensation.

That by the Rules of 1862 —

(1). — Leave on medical certificate and on private affairs cease to count as service towards pension.

(2). — The maximum of the first pension is reduced from £500 to £300, and in some cases to £200 a year.

(3). — A service of 25 years without leave, instead of 22 years with leave, is required to qualify for the second pension.

While the only benefits they confer are —

(1). — A furlough on allowances so small as to have been accepted during five years by only one person among the thousands of Uncovenanted Servants in the Bengal Presidency.

(2). — A slight increase in the allowances for sick leave.

(3). — The privilege of receiving certain payments in England instead of India.

8. That, further, your Memorialists are uncertain how far the new Rules for leave apply to them; for while a Despatch of the Secretary of State, dated 18th January 1865,¹⁸ allows Uncovenanted Officers to retain the old Rules for pension, if they do not avail themselves of “the benefits of the new Leave Regulations” the Government of India, by a Resolution in the Financial Department, has declared the old Leave Rules cancelled, and directed all leave to be taken under the new Rules.

9. That two interpretations are assigned to the phrase “benefits of the new Leave Regulations.” Educational Officers hold it to refer only to the additional advantages (such as the concession of a furlough) which the new Rules possess over the old. That hence an Officer may take the leave allowed by the old Rules without availing himself of the benefits of the new. Others contend that the old Rules being cancelled, the new Leave Regulations are the only Rules under which any leave is possible, and, therefore that, to take leave at all, an officer must avail himself of the “benefits of the new Leave Regulations.” If the latter be the interpretation, manifest injustice will have been done. An Officer cannot take leave on private affairs for a month or be absent from duty on sick leave for a week, without, in some cases, incurring the penalty of an additional service of 6½ years, and in other cases forfeiting £200 a year of anticipated pension.

10. That the following illustrations will show the hardship arising from the latter interpretation:—

One of your Memorialists, in the course of a service extending over 20 years, has been absent for two years on medical certificate, and for six months on private affairs, both of these periods, under the Rules then in force being allowed to reckon as service for pension. In the event of his being again compelled to apply for leave, before being pronounced by a Medical Board to be permanently unfit for further duty, he would probably forfeit privilege of reckoning his former leave as service, and his term of service would be pro-

longed, for several years, without his deriving any benefit from an increase in the amount of his pension.

The case of another of your Memorialists will illustrate the probable loss in the amount of pension. This Officer has served more than 13 years, and, if obliged to take sick leave for two years, would complete the 15 years required by the old Rules for a pension on medical certificate of one-third salary which in his case would be £500 a year. He is doubtful if he can take leave of any kind without forfeiting £200 a year of his anticipated pension by coming under the new Rules.

11. That your Memorialists are unable to believe that it is the intention of Her Majesty's Government to make the full pension contingent not only on good conduct and length of service, but also on the improbable event of uninterrupted good health in a sickly climate, and on the abandonment of such periodical leave as is essential to the efficient discharge of duty.

12. That your Memorialists, therefore, earnestly pray that the Rules of the 23rd December 1865 may be cancelled.

This memorial further sheweth —

13. That in order to maintain due efficiency, Her Majesty's Government have fixed a period for all Departments of the Public Service at which retirement become compulsory. The extreme limit of service assigned is, in the case of Chaplains, 25 years, and of Covenanted Civil Servants, 35 years but the former may retire after 17, and the latter after 21 years of residence. To the Officers of the Educational Department, who become superannuated at the age of 55 years, an optional period of retirement is not provided for by the Rules of 1855, and that granted by the Rules of 1865 is inoperative, since owing to the age at which the Officers generally receive their appointments, they are superannuated before the completion of the 27 or 30 years' service therein required.

Your Memorialists pray that with them, as with Covenanted Civil Officers and Chaplains, the period of official superannuation may be preceded by a considerable term of years, during which retirement may be optional.

14. That besides the late age of appointment, there are other reasons why the members of the Educational Service should be allowed to retire at a comparatively early age. The Natives of India are now admitted to high appointments in the State, and are yearly growing in power and influence. The manner in which they fulfil their duties must greatly depend on the education they receive. It is, therefore, necessary that those who are charged with the higher education of the country should be men not only of the highest attainments,

but also familiar with the most advanced state of knowledge, and the most improved methods of imparting it.

15. That, on the one hand, several men of distinction have been deterred from entering the Indian Educational Department, and some, after entering, have abandoned it, by reason of the great length of service required of them before a pension can be obtained; and, on the other hand, men, however able, whilst practically cut off from the great centres of learning at Home and with mental and physical energies impaired by residence in a tropical climate, cannot keep pace with the continual advance of science, and thus they find their knowledge and methods grow antiquated during the 33 years which must elapse between the age of superannuation and that at which member of the Home Universities ordinarily graduate; for which reasons it is expedient that the educational staff should be constantly recruited, as at Oxford and Cambridge, by young men of the highest distinction, fresh from the Schools, and conversant with the latest improvements in scientific teaching.

16. That this desirable object would be greatly promoted by a grant of pensions without medical certificate after an approved service of 25 years, a period sufficient to impair that physical strength which Authorities like Dr. Arnold and Dr. Vaughan have declared to be necessary for a teacher of the young.

17. That while your Memorialists pray for a pension on approved service after 25 years without medical certificate, or after 22 years on medical certificate, they would represent that gradations of pensions for shorter terms of service would be beneficial both to the State and to the Department. The value of such gradations is illustrated by the following recent example:—A Professor of a College, who had long been eligible for a pension of £200 (one-third salary), remained at his post in the hope of completing the two years further required for a pension of £300 (one-half salary), and died in the effort. Had there existed any intermediate pension between the £200 and £300 his life would probably have been saved.

Instead, therefore, of two steps, differing by one-sixth of the salary, your Memorialists pray for four steps, differing by one-twelfth of the salary. An application for a graduated system of pensions was refused by the Right Hon'ble Lord Halifax, on the ground that such a scheme would introduce complications when the question of merit was considered with it. Your Memorialists respectfully submit that the grounds assigned are untenable, since the consideration of merit can be applied to a quarter or to any fraction of a salary just as readily as to half or a third.

18. That the difficult question of pensions above the limit of £500 which was discussed in the Despatches of the Government of India, dated the 6th August 1862, and of the Secretary of State, dated 8th December 1862, and 9th February 1864, becomes by reason of the small number of Educational Officers interested in it, practically unimportant.

19. That your Memorialists believe that, from the above statements, they are justified in praying —

(I). — That retirement, without medical certificate, on a pension of half salary, be allowed after twenty-five years' approved service, and on medical certificate after twenty years' approved service, in each case periods of leave to the extent of three years being allowed to be reckoned as service.

(II). — That reduced pensions after shorter terms of service be granted.

(III). — That these benefits be given either by Rules similar to those of the Covenanted Civil Service, or by a modification of the Rules of 28th February 1855.

20. That your Memorialists accordingly venture to suggest for consideration the following scheme, providing that no pension shall exceed £600 a year:—

Pensions on Medical Certificate

<i>Term of service, including leave, allowed to count as service.</i>	<i>Leave allowed to count as service</i>	<i>Actual service in India.</i>	<i>Portion of salary given as pension,</i>
12 years	1½ years	10½ years	3/12 or ¼
15 „	2 „	13 „	4/12 or ⅓
18 „	2½ „	15½ „	5/12
22 „	3 „	19 „	6/12 or ½

*Pensions without Medical Certificate
(Good Service Pensions)*

19 years	1½ years	17½ years	3/12 or ¼
21 „	2 „	19 „	4/12 or ⅓
23 „	2½ „	20½ „	5/12
25 „	3 „	22 „	6/12 or ½

21. That your Memorialists would respectfully add that as yet no official rank has been accorded to them, and though this may appear at first sight a trivial matter, yet in a society composed chiefly of

officials, it is felt to be a real grievance by a body of men equal in respect of birth and education to those among whom they move, and following a profession by no means less liberal than those to which a definite rank has been assigned.

And Your Memorialists, as in duty bound, will ever pray.

H. Woodrow, M.A., Late Fellow of Caius College, Cambridge; Inspector of Schools, Central Bengal.

J. Sutcliffe, M.A., St. John's College, Cambridge; Principal, Presidency College.

R. L. Martin, M.A., Trinity College, Dublin; Inspector of Schools, South-West Bengal.

C. B. Clarke, M.A., Fellow of Queen's College, Cambridge, and Barrister-at-Law, Lincoln's Inn; Inspector of Schools, S. E. Bengal.

C. H. Tawney, M.A., Fellow of Trinity College, Cambridge; Professor, Presidency College.

M. H. L. Beebe, B.A. Fellow of St. John's College, Cambridge; Professor, Presidency College.

A. W. Croft, M.A., Late Lecturer of Exeter and Trinity College, Oxford; Professor, Presidency College.

P. Hordern, B.A., Queen's College, Oxford; Assistant Professor, Presidency College.

W. Brennand, Principal, Dacca College.

C. Martin, B.A., LL.B., Trinity College, Dublin; Professor, Dacca College.

G. Bellett, M.A., Christ Church, Oxford; Professor, Dacca College.

R. Thwaytes, B.A., Christ's College, Cambridge; Principal, Hooghly College.

J. Sanders, Professor, Presidency College.

S. Lobb, M.A., St. John's College, Cambridge; Officiating Principal, Hooghly College.

R. Hand, Principal, Berhampore College.

D. Carnduff, Professor, Berhampore College.

J. W. McCrindle, M.A., Principal, Patna College.

J. K. Rogers, Professor, Patna College.

Peary Churn Sircar, Assistant Professor, Presidency College.

F. Hill, C.E., Professor, Civil Engineering Department, Presidency College.

J. M. Scott, B.A., L.C.E., Trinity College, Dublin; Assistant Professor, Civil Engineering Department, Presidency College.

Eshan Chundra Banerjya, Professor, Hooghly College.

A. Smith, M.A., St. John's College, Cambridge; Principal, Kishnaghur College.

J. C. Nesfield, M.A., Merton College, Oxford; Professor, Kishnaghur College.

W. Masters, Professor, Kishnaghur College.

S. W. Fallon, M.A., Ph.D., Inspector of Schools, North-Western Division.

Bhoodeb Mookerjee, Inspector of Schools.

C. W. Villiers Bradford, M.A., St. Catharine's College, Cambridge; Professor, Hooghly College.

No. 1728, dated the 28th December 1867.

COPY forwarded to the Financial Department for consideration and orders, with reference to the subject of paragraphs 1 and 2 of the covering letter.

By Order,
A. P. Howell,
Under Secretary to the Government of India.

[Home — Edn A Progs, 28 March 1868, No. 2 (recorded in Progs of 4 April 1868).]

70

Governor General in Council regrets his inability to support the application for a modification of the existing Pension Rules for the officers in the Education Department.

EXTRACT from the proceedings of the Government of India, in the Financial Department, No. 1274, under date the 26th March 1868.

READ Home Department's endorsement dated 28th December 1867, No. 1728, and enclosure, relating to a memorial from certain Officers of the Education Department, Bengal, praying for a re-consideration of the Pension Rules applicable to them, and the adoption of a more liberal scale than that at present in force.

OBSERVATIONS. — The Governor General in Council regrets that he is unable to support the application for a modification of the existing Pension Rules for the Officers of the Education Department. As stated by the Secretary of State for India in his Despatch dated 23rd December 1865, No. 290, those Rules were laid down after "taking into consideration the advantages enjoyed by them" (Educational

Officers of the higher grades) "under the Old Rules, as compared with other members of the Uncovenanted Service."

2. Under the old Pension Rules the favored Officers of the superior grades of the Education Department, viz., Inspectors of Schools, Principals and Professors of Colleges, and Head Masters of Schools and Colleges, were allowed invalid pensions of one-third and one-half pay after a service, respectively, of 15 and 22 years, while for all other Officers of the Department, and for Uncovenanted servants generally, the qualifying periods were 20 and 30 years. These last-mentioned periods have, in the new Pension Rules, been reduced for both Educational Officers and other Uncovenanted servants, but with an exception in favor of Head Masters of Schools, Professors, and others in higher grades in the Educational Department who enter the Service after the age of 25. These Officers are entitled to retire three years sooner than other Uncovenanted Servants on pensions of one-third or one-half of pay after a service of 12 and 22 years, respectively, on production of a medical certificate, and upon half-pay without such certificate, after a service of 27 years, instead of the 30 years prescribed for Uncovenanted servants generally.

3. The present memorial is signed by Principals and Professors of Colleges and Inspectors of Schools, that is, by Officers of the Education Department who enjoyed exceptional advantages under the old Rules, and who, if entering the Service after the age of 25, enjoy analogous advantages under the new Rules; and as the Memorialists urge that, owing to the age at which officers of their class "generally receive their appointments, they are superannuated before the completion of the 27 or 30 years' service" required for a half-pay pensions, the advantages they seek may be compared with those now allowed to Educational Officers of the higher grades who enter the Service after the age of 25.

4. For pensions on medical certificate the former advantages and the existing and proposed advantages may be compared as follows:—

5. Under the former Rule an Officer could not have obtained a one-third pay pension in less than 15 years, though he may not have taken any leave. Now he may have it after 12 years if he has not taken any leave. The Officer who takes the full allowance of leave is not worse off, and if he takes only a small amount of leave he is better off, under the new than under the old Rule in respect of title to a one-third pay pension.

6. For half-pay pension the old Rules did, indeed, permit of retirement on medical certificate after 22 years' service, including three years and six months of all possible leaves (viz., two years on medical certificate, and one year and six months on private affairs);

	<i>Former Rule</i>	<i>Present Rule</i>	<i>Rule proposed by the Memorialists</i>
One-fourth pay pension	Nil	Nil	12 years' service including $1\frac{1}{2}$ years' leave within a maximum of £600 a year.
One-third pay pension	15 years' service including two years' leave on medical certificate and one years' leave on private affairs—within a maximum of £500 a year for salaries exceeding Rupees 1,000 a month, or of £400 a year for lower salaries	12 years' service, exclusive of leaves, within a maximum of £300 a year for salaries above Rupees 1,000 a month, or of £200 a year for lower salaries	15 years' service including two years' leave,—maximum as above.
Five-twelfths pay Pension	Nil	Nil	18 years' service, including $2\frac{1}{2}$ years' leave, maximum as above
Half-pay pension	22 years' service, including two years' leave on medical certificate, and 18 months leave on private affairs, within a maximum of £500 a year for salaries exceeding Rupees 1,000 a month, or of £400 a year for lower salaries	22 years' service, exclusive of leaves within a maximum of £500 a year for salaries above Rupees 1,000 a month, or of £400 a year for lower salaries	22 years' service including three years' leave, maximum as above.

but manifestly this indulgence, so greatly beyond what is allowed to the Covenanted Civil Service, could not have been continued with the great expansion of late years of the Education Department, and its curtailment in the last revision of the Pension Rules was in this view unavoidable.

7. In the limitation of the amount of pension, the new Rule is the same as the old with respect to the half-pay pension, while, in reducing the former maximum for the one-third pay pension, it only removed a palpable excess of indulgence under the old Rules. Looking to the rates of invalid pension prescribed for Covenanted Civil Servants, the limitation to £300 or £200 a year of an invalid pension for

an Educational Officer after 12 years' service does not appear to be unreasonable.

8. Thus the new or existing Rule respecting one-third pay and half-pay pensions is partly more liberal, and in remaining part more reasonable, than the former Rule. It has to be observed, moreover, that the option of counting service under the old Rules towards pension is possessed by Educational Officers who were in the Service on 8th June 1863, and who have not availed, and may not avail, themselves of the extra advantages of the new Leave Rules. Hence the application for benefits beyond the new Rule is insufficiently supported, especially as the foregoing remarks, which show that the existing Rule is more reasonable where it is less liberal than the old, apply with greater force to the present application for advantages in excess of those under the old Rules.

9. In the further prayer that a graduated scale of pension after 12, 15, 18 and 22 years' service, respectively, may be given without the submission of a medical certificate, the Memorialists ask for a great deal more than is allowed to a Covenanted Civil Servant, who cannot retire on other than an invalid pension after any service less than 25 years, including 22 years' residence.

10. In the remaining request that the same amount of pension may be given to an invalid for a short period of service, as to one who served the Government the full term required for a corresponding pension without a medical certificate, the Memorialists have overlooked that such a scale of pension would favor bad lives and weakly constitutions, while slighting those who render harder and longer service.

11. In paragraphs 8 to 11 of the memorial there is a misapprehension of the Leave Rules. Educational Officers, in common with other Uncovenanted Servants, can obtain leave under the new Rules only. But if such of them as were in the Service on the date of the first promulgation of the new Pension Rules, viz., the 8th June 1863, desire, under Financial Notification dated 9th March 1865, No. 1349, to retain the privilege of counting Service under the old Rules, rather than under the new, towards pension, they must abstain from taking so much of the advantages of the new Leave Rules as may be in excess of the corresponding advantages under the old Rules. The deduction of periods of leave from service qualifying for pension forms a part of the new Pension Rules and not of the new Leave Rules, so that if Service for pension be counted under the old Pension Rules, necessarily the periods of leave which were recognized as service by those Rules will be reckoned by the applicants.

12. The Memorialists are under a further misapprehension that the Secretary of State's Despatch, published in the Financial Resolution No. 1349, dated 9th March 1865, has allowed the option of the old Pension Rules in their entirety, i.e., with respect both to the reckoning of service and the amount of pension to Uncovenanted servants who were appointed before the promulgation of the new Rules on 8th June 1863, whereas the terms of that Despatch gave the option of simply counting Service under the old or the new Rules in the manner explained in the preceding paragraph. This interpretation of the Despatch was confirmed in a subsequent letter of the Secretary of State, dated 24th May 1867, No. 193.

Ordered, that the foregoing Observations be communicated to the Home Department, with a request that they may be embodied in the letter with which the memorial may be transmitted to the Secretary of State.

(True Extract)

E. H. Lushington,
Secretary to the Government of India,
Financial Department

No. 189, dated the 3rd April 1868.

Copy forwarded to the Government of Bengal for transmission to the Memorialists.

By Order,
A. P. Howell,
Under Secretary to the Government of India.

Reported to the Right Hon'ble the Secretary of State in letter No. 5 of 1868, dated the 11th April.

[Home — Edn A Progs, 4 April 1868, N. 10.]

71

The Government of Bengal forward to the Government of India copy of a letter from the Director of Public Instruction on the memorial of the officers of the Education Department.

FROM H. L. Harrison, Esquire, Junior Secretary to the Government of Bengal, to E. C. Bayley, Esquire, Secretary to the Government of India, Simla, No. 2331, dated the 9th May 1868.

I am directed to forward, for early submission to His Excellency the Governor General in Council, copy of a letter No. 1993, dated 1st instant, from the Director of Public Instruction, pointing out an error in paragraph 9 of Financial Resolution No. 1274*, dated 26th

*Received under cover of March last, on the subject of the memorial
Home Department No. of certain Officers of the Educational
189, dated 3rd April 1868.

Department praying for a reconsideration of the Pension Rules applicable to them, and the adoption of a more liberal scale than that at present in force.

[Home — Edn A Progs, 23 May 1868, No. 3 (recorded in the Progs of 25 July 1868).]

ENCLOSURE IN DOCUMENT 71

Director of Public Instruction writes to the Government of Bengal and points out certain misconceptions into which the Government of India in the Financial Department had fallen regarding the demands of the Memorialists.

FROM W. S. Atkinson, Esquire, M.A., Director of Public Instruction, to H. L. Dampier, Esquire, Officiating Secretary to the Government of Bengal, No. 1993, dated the 1st May 1868.

I have the honor to acknowledge the receipt of your letter No. 1829, dated 14th April, forwarding a copy of the observations recorded by the Government of India, in the Financial Department, on the memorial of the higher officers of the Bengal Education Department praying for a re-consideration of the Pension Rules applicable to them together with a copy of the communication of the Government of Bengal, to the Government of India, in which the Lieutenant-Governor supported the prayer of the Memorialists, and recommended the scheme proposed by them as being in his opinion "a very reasonable" one.

2. At the instance of some of the Memorialists, I now take the liberty to point out a very serious misconception into which the Financial Department has fallen as to the actual proposal made by them, and which no doubt has materially prejudiced their case in the view which has been taken of it by the Government of India.

3. In Paragraph 9, the Financial Department remarks that the Memorialists in praying "that a graduated scale of pension after 12, 15, 18 and 22 years' service, respectively, may be given without the submission of a medical certificate, ask for a great deal more than is allowed to a Covenanted Civil Servant;" the Memorialists would doubtless have laid themselves open to this charge had their memorial given expression to such a prayer. They do not suppose that the Lieutenant-Governor would have characterized such a prayer as reasonable, and they certainly could not think it reasonable themselves. But their actual proposal was a very different one. The periods of service after which they asked to be allowed to retire without medical certificate are not 12, 15, 18, and 22 years as stated by the Financial Department, but 19, 21, 23, and 25 years respectively, shewing a difference of no less than 7 years of service for the lowest rate of pension, and of three years of service for the highest rate, as compared with the proposal which is erroneously attributed to them by the Government of India. The mistake is one of so much importance that, on the part of the Memorialists, I beg respectfully to request that it may be pointed out without delay to the Governor General in Council, and that His Excellency may be moved to take the earliest possible steps to rectify it, so that it may not be allowed to prejudice the decision of Her Majesty's Secretary of State in a matter which so deeply affects the interests of the subscribers to the Memorial, and of the Department to which they belong.

No. 280, dated Simla, the 19th May 1868.

FORWARDED TO THE Financial Department, with reference to No. 1274, dated 26th March last.

By Order,
A. P. Howell,
Under Secretary to the Government of India.

[Home — Edn A Progs, 23 May 1868, No. 3A (recorded in the Progs of 25 July 1868).]

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Observations of the Governor General on the clarification given by the Director of Public Instruction, Bengal, on the demands of Memorialists, with orders to forward his observations to the Home Department.

EXTRACT from the Proceedings of the Government of India, in the Financial Department, Simla, No. 1042, under date the 14th July 1868.

READ an endorsement of the Home Department, No. 280, dated 19th May 1868, on a letter from the Government of Bengal, enclosing one from the Director of Public Instruction, who points out that the prayer in the memorial of certain Officers of the Education Department, which was negatived in the 9th paragraph of Financial Resolution No. 1274, dated 26th March 1868, was for a graduated pension, without production of a medical certificate, after 19, 21, 23 and 25 years respectively, and not after 12, 15, 18 and 22 years respectively, as stated in that paragraph.

OBSERVATIONS — The Governor General in Council observes that the periods of service which are erroneously quoted in the 9th paragraph of the Financial Resolution occur in the same paragraph of the memorial in which the longer periods of service proposed by the Memorialists for a pension without a medical certificate are set forth; and that the shorter periods were inadvertently inserted in the 9th paragraph of the Resolution, instead of the longer periods, which latter periods indeed had elicited the remark in the Resolution that the advantages asked for exceed any similar advantage to the Covenanted Civil Service.

ORDER — Ordered, that a copy of these Observations be sent to the Home Department, with the documents received from that Department.

(True Extract.)

E. H. Lushington,
Secretary to the Government of India,
Financial Department.

[Home — Edn A Progs, 25 July 1868, No. 7.]

73

Secretary of State for India agrees to reopen the subject of pensions to certain classes of Uncovenanted Officers including Educational Officers and to bring it before the Committee for the Revision of Absentee Rules for the Uncovenanted Service.

Office Memorandum No. 1043, dated Simla, the 14th July 1868.

WITH reference to the observations recorded in the Financial Department's No. 1042, dated 14th July 1868, the undersigned has the honor to state that the subject of pensions to certain classes of Uncovenanted Officers, including Educational Officers, is re-opened by official and demi-official Despatches of the Secretary of State, and that it will be brought before the Committee now sitting for the revision of Absentee Rules for the Uncovenanted Service.

The decision of Government on the report of that Committee may possibly modify the observations which were recorded in Financial Resolution dated 26th March 1868, before it was known that the Secretary of State would consider a fresh proposition for a graduated scale of pensions.

To the Home Department.

E. H. Lushington,
Secretary to the Government of India,
Financial Department.

[Home — Edn A Progs, 25 July 1868, No. 8.]

74

Government of India informs the Government of Bengal about the decision to reopen the subject of pensions to certain classes of Uncovenanted Officers in accordance with the advice from the Secretary of State for India.

FROM E. C. Bayley, Esquire, Secretary to the Government of India, to H. L. Harrison, Esquire, Junior Secretary to the Government of Bengal, No. 433, dated Simla, the 24th July 1868.

I am directed to acknowledge the receipt of your letter No. 2331, dated the 9th May last, relative to the memorial of certain Officers of the Education Department praying for a reconsideration of the Pension Rules applicable to them, and in reply to forward copy of a communication from the Financial Department, No. 1042, dated the 14th

instant, from which it will be seen that the shorter periods were inadvertently inserted in the 9th paragraph of the Financial Resolution of the 26th May instead of the longer periods.

2. I am at the same time desired to intimate that the subject of pensions to certain classes of Uncovenanted Officers including Educational Officers, has been re-opened by Despatches from the Secretary of State and will be brought before the committee now sitting for the revision of the Uncovenanted Service Absentee Rules.

[Home — Edn A Progs, 25 July 1868, No. 9.]

75

Secretary of State for India wants precise information regarding the graduated scale of pensions, as the Government of India would consider expedient in lieu of the existing one in force.

FROM the Secretary of State for India, to the Government of India, No. 86, dated 29th February, 1868.

* * * *

2. In regard to the opinion expressed by you "that the principle of a scale of pensions graduated according to years of service, is an equitable one" and "that the present arrangement of fixed rates of pension" for Uncovenanted Servants "for 15 and 25 years of service, bears very hardly in some cases, and causes much dissatisfaction," I am desirous of being furnished with more precise information to the graduated scale you consider it would be expedient to adopt in lieu of that at present in force.

[Fin. Pen. & Grat. A Progs, September 1868, No. 37.]

76

Members of the Furlough Committee submit to the Government of India a report on the graduated scale considered expedient to adopt in lieu of the existing one in force for regulating the pensions of the Uncovenanted Servants.

FROM E. H. Lushington, E. C. Bayley, Esqs., Lieutenant-Colonel G. B. Malleson, A. B. Sampson, E. Willmot, and A. M. Monteath, Esqs., Members of the Furlough Committee, to the Secretary to the Government of India, Financial Department, dated 9th September 1868.

In obedience to the instructions of the Governor General in Council, we have the honor to submit the following report on the graduated scale we consider it would be expedient to adopt in lieu of that at present in force for regulating the pensions of Uncovenanted Servants together with certain other suggestions for the improvement of the pension rules for this class of Government servants, which we trust will meet the favorable support of the Government of India.

2. The present rules for retiring allowances are as follow:—

Allowances on Retirement.

“*Para 6.*— On Production by an applicant of such medical certificates as shall satisfy the Government under which he may be serving of his incapacity to serve longer in India, he may be allowed

- I. — Under 15 years' service, a gratuity not exceeding 12 months' salary.
- II. — After 15 years' service, one-third of his average salary (and of his personal allowance, if any) during the previous five years, provided that in no case shall a pension be granted exceeding the sum of Rs. 3,000 per annum, whatever the amount of salary, nor of Rs. 2,000 per annum if the salary shall not exceed Rs. 12,000 per annum.
- III. — After 25 years' service one-half of his average salary (and of his personal allowance, if any) during the previous five years, provided, however, that in no case shall a pension be granted exceeding Rs. 5,000 per annum, whatever the amount of salary, nor exceeding Rs. 4,000 per annum if the salary shall not exceed Rs. 12,000 per annum.

Para 7.— After 30 years' service or upwards, a pension may be granted without production of medical certificate of the same amount and subject to the same limitation as that sanctioned for 25 years' service on medical certificate. This pension, as the reward of faithful, efficient discharge of duty for thirty years, is termed a good service pension.”

Pensions of the full amount authorized in paragraphs 6 and 7 are to be granted only as the reward of approved service. In any case in which an Uncovenanted Servant, without having incurred the penalty of removal from Government employ, shall nevertheless, in the opinion of the Government under which he has been serving, not be entitled to the full amount of pension, the local Government will make such a reduction in the amount of pension as it shall consider just.

The foregoing rates of pension and gratuity are applicable also without the production of a medical certificate of unfitness for service to officers discharged on reduction of establishment.

Service towards Pension.

Dismissal for misconduct entails forfeiture of the benefit of past service.

Service as a substitute does not count towards pension.

Periods of service before the age of 22, or of absence on other than privilege leave and preparatory leave, shall not count towards pension; nor shall preparatory leave be allowed to count as service if it is granted in addition to leave on medical certificate to an officer who has enjoyed leave of the latter description on two previous occasions.

The whole of the service, in virtue of which pension is claimed, must have been passed in an eligible grade, and on a permanent establishment, but claims barred by this rule will be specially considered if the promotion from an ineligible grade was bestowed as a reward for meritorious service or for good conduct.

The period of service must be continuous, but in case of the abolition of the office held by an officer, and his being subsequently employed by Government, his first period of service is to be taken into account.

3. We are of opinion that the scale of pensions might be more equitably arranged on the principles which regulate pensions for Her Majesty's Civil Servants in England under the Superannuation Act of 1859 (22 Vic., Cap. 26), with some modifications.

4. In conformity with that Act, we would reduce the minimum period of service qualifying for pension to 10 years, and we would allow every Uncovenanted Servant, to whom the rules would apply, and who should have attained the age of 55* years, or who may be declared by a medical certificate to be incapacitated by mental or bodily infirmity for further service, to be granted a pension calculated at the rate of one-sixtieth of his salary for each year of approved service.

5. We would retain the present rule by which the calculation is not made on the actual salary at the time of retirement, but on the average salary for the previous five years; periods of leave on reduced allowances should be omitted in the calculation.

6. We would not allow a higher pension than 30/60 or one-half of such salary, although the English rule allows a maximum of two-thirds, and we would fix an absolute maximum of £600 per annum, the maximum amount of pension granted to Covenanted Civil Servants. For pensions granted before the completion of 30 years' service under medical certificate, the maximum of £600 per annum should

*In the English service the age for superannuation is 60 years, but the age for the Indian service is at present 55, and we think that the difference of five years may fairly be allowed.

be diminished by 1/30th, or £20 for each year less than 30 that the pensioner had served. This will give a scale analogous to that at present in force for the Covenanted Civil Service.

7. We would, as at present, allow a good service pension of one-half the said average salary to all who had served 30 years, without requiring from them any medical certificate.

8. In the term salary, we would include personal allowances and acting allowances of all persons who held a substantive appointment in a grade qualified for pension.

9. Persons who had not served more than 10 years would be allowed, as at present, a gratuity not exceeding one month's salary for each year of approved service. This too is strictly in accordance with the English rule.

10. We desire also to notice that, under the present rules, no service before the age of 22 is reckoned towards pension. We think this age should be reduced to 21. It can hardly be maintained that any one, whether Native or European, is an ineffective servant by reason of his being only 21 years of age.

11. Under Sir C. Wood's despatch No. 290, dated 23rd December 1865, certain officers of the Educational Department, who may enter the service after having attained the age of 25 are granted three years of service in computing the period qualifying for pension. This rule is analogous to the provision in section 4 of 22 Vic., Cap. 26, under which the Treasury Commissioners have specified various offices, the holders of which are allowed terms of ten, seven and five years to be added to their service for the purpose of computing their pensions.

12. We are of opinion that the rule in favor of the Educational Department might be made more general, and we suggest that every Uncovenanted Officer who may enter the service after having attained the age of 25, and the salary of whose first office shall amount to or exceed Rs. 500 per mensem, shall be allowed three years' service in the computation for pension. The cases are rare when an officer receives such a high salary on his first appointment; and when they occur, it may be assumed that he has high qualifications. If this rule were adopted for all future employees, we would not allow it to affect injuriously any present incumbents in the Educational Department.

13. One important point remains to be considered. Under the present rules, no leave except privilege leave is reckoned in the periods qualifying for pension. We are of opinion that this bears hardly on the service.

14. In the Covenanted Civil Service, of the 25 years qualifying for pension, four may be spent on furlough, and we are of opinion

that it is for the benefit of the public service that Officers, especially Europeans, should be encouraged to take a moderate amount of leave. The present rule is strongly prohibitive of their doing so. We suggest that of the periods qualifying for pension, one-tenth may be spent on furlough. Three years' leave in thirty years' service does not seem excessive, more especially in cases of sickness. The provision in the leave rules by which the allowances are reduced during furlough will prevent any abuse of the rules.

[Fin. — Pen. & Grat. A Progs, September 1868, No. 39.]

77

Government of India justify the recommendations of the Furlough Committee for proposing a good service pension without a medical certificate after completion of 30 years' service up to a maximum limit and forward them to the Secretary of State for India.

FROM the Government of India, to the Secretary of State for India, No. 241, dated 18th September, 1868.

In your Financial Despatch No. 86, dated the 29th February 1868, you stated that you were desirous of being furnished with more precise information as to the graduated scale which we considered it would be expedient to adopt in lieu of that at present in force, for regulating the pensions of Her Majesty's Uncovenanted Civil Servants in India. We referred this question for the consideration of the Furlough Committee, whose report we enclose, and we beg to recommend their proposals for your approval.

2. It will be seen that the scale proposed by the Committee is based upon that which regulates the superannuation allowances of Her Majesty's Civil Servants in England under the Superannuation Act of 1859 (22 Vic., Cap. 26).¹⁹ Under that Act no pensions are granted, except under medical certificate, to officers who have not attained the age of 60 years. But, as under the present rules, no officer can be employed in the Indian service, after he has attained the age of 55 years, we think it desirable to retain, as proposed by the committee, the rule by which a good service pension is granted, without the necessity of a medical certificate after the completion of 30 years' service. On the other hand, under the English Act, a pension may rise to forty-sixtieths of the salary of the retiring officer, and within this limit there is no absolute maximum sum fixed, however large may be such salary. The Committee propose to limit the pension of the Indian service to thirty-sixtieths of the salary, and also to fix an absolute limit of £600 per annum for the full pension, and propor-

tionately lesser sums for pensions granted under medical certificate, before the completion of 30 years' service. In other words, they propose that if the salary of the retiring officer exceeds £1,200 per annum, the excess shall be set aside in computing the proportionate pension.

3. We are of opinion that, with reference to the comparatively high rate of salaries given for Indian service, the Committee are right in thus limiting the amount of pensions, and such limitation counterbalances the advantage of an earlier period of retirement, above pointed out. Moreover, £600 is the maximum pension granted to Covenanted Civil Servants, and we may remark that in the case of Uncovenanted Service this maximum will only be attained in exceptional cases.

4. The adoption of the proposed scale will not, we believe, be on the whole a source of extra expense to the State. The rules at present in force are, for some periods of service, more favorable than the proposed scale, as will be seen from the comparative table in the margin.

Number of years' service.	Present scale of pensions in sixtieths of the salary	Proposed scale of pensions in sixtieths of the salary	Present maximum pension.		Proposed maximum pension.
			Salaries not exceeding £1200 per annum.	Other salaries.	
10	20	10	..	..	200
11	..	11	..	..	220
12	..	12	..	..	240
13	..	13	..	..	260
14	..	14	..	280	280
15	20	15	200	300	300
16	20	16	200	300	320
17	20	17	200	300	340
18	20	18	200	300	360
19	20	19	200	300	380
20	20	20	200	300	400
21	20	21	200	300	420
22	20	22	200	300	440
23	20	23	200	300	460
24	20	24	200	300	480
25	30	25	400	500	500
26	30	26	400	500	520
27	30	27	400	500	540
28	30	28	400	500	560
29	30	29	400	500	580
30 & upwards	30	30	400	500	600

5. We concur also in the recommendations of the Committee in the 8th 9th, 10th, 12th, and 14th paragraphs of their report. The rule proposed in paragraph 12 seems to afford a fair test as to the class of officers to whom some years of service may be allowed in analogy with the provisions of Section 4 of the English Superannuation Act. It seems invidious to make an exception as at present, exclusively in favor of certain officers of the Educational Department. When an Officer who has attained the age of 25 is, at the commencement of his service, appointed to a post carrying a comparatively high salary,

such an appointment affords *prima facie* evidence that the officer has

spent some years before entering the service in acquiring qualifications by which the State benefits.

6. The Committee in their 14th paragraph have given, we think, fair reasons for allowing a portion of the time qualifying for pension to be spent on furlough, and the proportion of one-tenth seems to us moderate.

[Fin. — Pen. & Grat. A Progs, September 1868, No. 40.]

78

Secretary of State for India considers the recommendations of the Government of India regarding pensions to the Uncovenanted Servants as too extravagant, granting them more favourable scale than that enjoyed by the Covenanted Servants and declines to sanction the proposed change.

India Office, London,
26th January 1869.

Financial,
No. 51.

TO His Excellency the Right Honourable the Governor General of India in Council.

My Lord,

Para. 1. I have considered in Council your Financial Letter, dated the 18th September 1868, No. 241, and the Report of the Furlough Committee forwarded therewith, on the subject of a graduated scale of pensions for the Uncovenanted Civil Servants of the several Indian Governments.

2. This report was called for by you in order to comply with a request by Sir Stafford Northcote in his Financial Despatch, dated the 29th February last, No. 86, to be furnished with precise information as to the graduated scale of pensions, which you had expressed an opinion that it would be desirable to establish for Uncovenanted Servants.

3. Acting upon the Report of the Committee you now propose for adoption a scale of pensions based mainly on that contained in the Superannuation Act of 1859 applicable to Civil servants in this country.

4. The scale which you propose would admit of the grant to Uncovenanted Servants, after 10 years' service of pensions equal to ten-sixtieths of their salaries with an additional sixtieth for each year's additional service up to 30 years, a maximum being fixed varying from 200 £ per annum after 10 years' service to 600 £ after 30 years' service.

5. You also propose, that instead of the advantages allowed by the existing rules to officers of the Educational Department every Uncovenanted Servant who may enter the service after the age of 25 years, and the salary of whose first office shall amount to Rs. 500 per mensem and upwards, shall be allowed three years in the computation of his service for pension, and that of the period of service so qualifying for pension one tenth may be passed on furlough.

6. You do not consider that the adoption of the proposed scale would, on the whole, cause extra expense to the State, and you refer to the comparatively high rate of salaries granted for Indian Service as rendering it expedient to fix a limit of 600 £ per annum as the maximum pension to be granted to Uncovenanted Servants.

7. I entertain doubts as to the accuracy of the opinion expressed by you, that the adoption of the proposed scale would not lead to increased expense. Under the existing Rules, an Uncovenanted Servant (unless employed in the Educational Department) is not entitled to a pension until he has completed 15 years' service, exclusive of furlough or leave on medical certificate, whereas the proposed Rules would admit of the grant of a pension after 10 years' service, including one year's absence. Even in regard to Educational Officers, the existing Rules do not admit of the grant of any pension until after 12 years' service, while, under the proposed Rules pensions might be granted after seven years' service to any Uncovenanted Civil Servant who entered the service at the age of 25, on a salary of 500 rupees per mensem. Although, therefore for certain periods of service, the proposed scale would be somewhat below that at present in force, the general tendency of the proposal is to increase the number and amount of the pensions.

8. It is also necessary to consider how far the scale proposed by you bears a due relation to the pensions provided by Government for the Covenanted Service as it would be obviously unjust, as well as inexpedient, to grant to Uncovenanted Servants a more favourable scale than that enjoyed by Covenanted Servants.

9. The maximum limit which you propose to fix for the pensions of Uncovenanted Servants appears to have been framed specially with reference to the invalid pensions allowed to Covenanted Servants compelled by ill-health to retire before completing the period

of service necessary to entitle them to full annuities, but it must be remembered that the grants from Government of pensions to Covenanted Servants must be reduced by the value of their subscriptions

	Covenanted Civil Servants	Maximum Uncovenanted Servants
Under 5 years' service	Gratuity of 500 £.	Gratuity of one month's salary for each year of service.
	Per annum £	£ £
Above 5 and not exceeding 10	150	— —
„ 10 „ 15	250	200 to 280
„ 15 „ 20	350	300 „ 380
„ 20 „ 25	450	400 „ 480
25 years and upwards	500	500 „ 600

to the Civil Service Annuity Fund,²⁰ which is merged in the invalid pension; and that, although 600 £ of the full annuity of 1,000 £ is granted by Government the annuitant has incurred the risk of his total subscriptions being lost to his family in the event of his having died only one day before his admission to an annuity, a risk which is not incurred by Uncovenanted Servants.

10. It appears, therefore, that, even if it were intended to increase the retiring pensions of Civil Servants, generally, the adoption of the plan which you have proposed would give to Uncovenanted Servants a great advantage as compared with the Covenanted Servants, in regard to retiring allowances a result which you can hardly have contemplated.

11. I do not, however, see any reason to doubt that the scale of retiring pensions for Uncovenanted Servants at present in operation is sufficiently liberal, and I must decline to sanction the changes which you have proposed.

I have the honour to be,
My Lord,
Your Lordship's most obedient, humble servant,

(Sd.) Argyll.

[Despatch (Financial) from the Secretary of State for India, 26 January 1869, No. 51; Fin. — Pen. & Grat. A Progs, March 1869, No. 21.]

79

Despatch from the Government of India in reply to the objections raised by the Secretary of State for India to their proposals on the subject of pensions to the Uncovenanted Civil Service.

No. 69 of 1869.

FINANCIAL DEPARTMENT

Pensions and Gratuities

TO His Grace the Duke of Argyll, K.T., Her Majesty's Secretary of State for India, Fort William, the 19th March, 1869.

My Lord Duke,

We have the honour to acknowledge the receipt of your Grace's Despatch, No. 51, dated 26th January 1869, in which your Grace declines to sanction the proposals made by us in our letter No. 241, dated 18th September 1868, on the subject of pensions to the Uncovenanted Civil Service.

2. As we apprehend that we may not have succeeded in making the scope of our recommendations clearly understood, we trust that we may be permitted to submit further explanations on the subject.

3. Your Grace's objection to comply with our recommendations is founded on two grounds:—

1st. — That the Granting of pensions after the completion of 10 years' service, the present minimum being 15 years, will cause extra expense to the State.

2nd. — That the scale proposed is more favorable than for members of the Covenanted Civil Service.

4. With regard to the first of these objections, we beg to state that, as pensions for service from 10 to 14 years would only be granted in case of incapacity from mental or bodily infirmity to serve longer, they would be very rare; and that, as they would range from ten to fourteen-sixtieths of the salary taken on an average of the five years previous to the date of retirement, they would, as a general rule, be very small in amount. And we beg further to observe that, when making our recommendation on this head, we had in view the consideration that as the amount of pension from the fifteenth to the nineteenth year of service was reduced, it was fair, by way of compensation, to shorten the period qualifying for pension under medical certificate.

5. With regard to the second objection, we may be permitted to observe that a comparison seems to be drawn between what were proposed as maximum pensions for the Uncovenanted Civil Service, with those which are given to every member of the Covenanted Civil Service. In the case of the Uncovenanted Service, the maximum would be reached only when the average salary for five years previous to retirement had amounted to 1,000 rupees per mensem or more, a rare and exceptional case, for the proportional number of posts in the Uncovenanted Service so highly paid as this is extremely small. The ordinary pension under the proposed scale would be small, so that, instead of being as favorable as the pensions for the Covenanted Service, the scale proposed by us would be really much smaller.

6. We solicit that the above circumstances may be taken into consideration, and we trust that, with this explanation, the proposals made by us in September last may appear to be on the whole very moderate, and fit to be adopted. It seems very desirable that advantages such as we have ventured to propose should be conceded to the Uncovenanted Service.

We have the honor to be,
 My Lord Duke,
 Your Grace's most obedient and humble Servants,
 (Signed Mayo/H. M. Durand/H. S. Maine/
 John Strachey/R. Temple.)

[Despatch (Financial) to the Secretary of State for India, 19 March 1869, No. 69; Fin. Pen. & Grat. A Progs, March 1869, No. 22.]

80

Secretary of State for India declines to reconsider his earlier decision in regard to the establishment of graduated scale of pensions for members of Uncovenanted Service.

India Office, London,
 24th June 1869.

Financial,
 No. 220.

TO His Excellency the Right Honorable the Governor General of India in Council,

My Lord,

I have considered in Council your Financial Letter, dated the 19th March last, No. 69, in which you request a reconsideration of the proposals made by you in your Financial Letter dated the 18th Sep-

tember last, No. 241, in regard to the establishment of a graduated scale of pensions for members of the Uncovenanted Service.

2. After a careful consideration of the representation now made by you, I see no reason to depart from the decision conveyed to you in my Financial Despatch dated the 26th January last, No. 51.

I have &c.,
(Sd.) Argyll.

[Despatch (Financial) from the Secretary of State for India, 24 June 1869, No. 220; Fin. Pen. & Grat. A Progs, August 1869, No. 51.]

81

Secretary of State for India considers the scale of retirement pensions sufficiently liberal and sees no justification to sanction the proposed change.

India Office, London,
28th July 1870.

Financial,
No. 243.

TO His Excellency the Right Honourable the Governor General of India in Council.

My Lord,

Para. 1. I have considered in Council your Financial Letter dated the 29th March last, No. 86, submitting, for favorable consideration certain propositions emanating from the Public Works Department of your Government in regard to a modification of the Uncovenanted Service Pension Rules, with a view to adapting them to the cases of Officers who may enter Government service at a mature age.

2. In my Financial Despatches, dated the 26th January and 24th June 1869, Nos. 51 and 220, I informed you that I did not see any reason to doubt that the scale of retiring pensions for Uncovenanted servants at present in operation is sufficiently liberal, and the reasons now urged for their modification are not, in my opinion, such as to justify the alterations which you propose, which, therefore, I must decline to sanction.

I have the honour to be,

My Lord,

Your Lordship's most obedient humble servant,
(Sd.) Argyll.

[Despatch (Financial) from the Secretary of State for India, 28 July 1870, No. 243.]

82

Government of Bengal forward to the Government of India, a letter from Mr. H. Woodrow, the Inspector of Schools, Central Division, regarding a Memorial submitted by the Graded Officers of Education Department for improvement in leave and pension terms.

FROM H. S. Beadon, Esquire, Officiating Under Secretary to the Government of Bengal, to E. C. Bayley, Esquire, C.S.I., Secretary to the Government of India, No. 2571, dated the 2nd September 1870.

With reference to your letter No. 433, dated 24th July 1868, and previous correspondence, I am directed to forward herewith a letter from Mr. H. Woodrow, the Inspector of Schools, Central Division, addressed to the Government of India, Home Department, relative to the memorial from the graded officers of the Education Department praying for improved terms of leave and pension.

[Home — Edn A Progs, 1 October 1870, No. 14.]

ENCLOSURE IN DOCUMENT 82

Letter from Mr. H. Woodrow, Inspector of Schools, Central Division inquiring about the action taken on the Memorial submitted by the Graded Officers of Education Department for improvement in their leave and pension terms.

FROM H. Woodrow, Esquire, M.A., Inspector of Schools and one of the Memorialists, to E. C. Bayley, Esquire, C.S.I., Secretary to the Government of India, dated the 11th August 1870.

On the 24th September 1867, the officers of the graded list of the Educational Service in Bengal forwarded in the prescribed manner to Her Majesty's Secretary of State a memorial praying for improved terms of leave and pension, and for a recognised social position among other officers of Her Majesty's Service in India.

As three years have nearly elapsed without any notice whatever being taken of our petition, I have been requested by the memorialists, living in or near Calcutta, to address you, and to enquire whether any reply has been received from Her Majesty's Secretary of State; and if so, whether there is any objection to a copy of the same being given to us.

[Home — Edn A Progs, 1 October 1870, No. 14.]

83

Government of India desire the Government of Bengal to inform the Memorialists that their petition had already been referred to the Secretary of State for India.

FROM A. P. Howell, Esquire, Under Secretary to the Government of India, to the Officiating Under Secretary to the Government of Bengal, General Department, No. 567, dated Simla, the 1st October, 1870.

I am directed to acknowledge the receipt of your letter No. 2571, dated the 2nd ultimo, relative to the memorial submitted by the graded officers of the Bengal Education Department, and in reply to request that the memorialists may be informed that the concessions prayed for by them have all been referred to the Secretary of State, with whom the Government of India is still in correspondence on the subject.

No. 568

COPY of the above correspondence forwarded to the Financial Department for information, with reference to communication from that Department, No. 1043, dated 14th July 1868.

[Home — Edn A Progs, 1 October 1870, No. 15.]

84

Home Department Office Memorandum No. 569 transferring to the Financial Department the Despatch from the Secretary of State for India relating to his inquiry about the proposed modification of Pension Rules effecting Educational Service; and recapitulating the course of events relating to it.

Office Memorandum, No. 569, dated Simla, the 1st October 1870.

THE undersigned is directed to transfer to the Financial Department for consideration the accompanying despatch from Her Majesty's Secretary of State, No. 9, dated the 10th August last, in which His Grace desires to be informed whether the Government of India contemplates any modification of the Pension Rules which affect the Educational Service.

2. It will be remembered that the proposals of the Educational Service on this point were referred to a general Committee to consider, together with the general question of pensions to the Uncovenanted Service, that the whole subject was fully considered by the Committee, and that certain recommendations were made by the Committee in paragraphs 4 to 12 of their Report, dated the 9th September 1868, which is recorded on the Proceedings of the Financial Department noted on the margin.

3. The Committee's recommendations were mainly, if not altogether, adopted by the Government of India in the Financial Department, and were submitted for the favorable consideration of Her Majesty's Secretary of State, with the despatch from that Department, No. 241, dated the 18th September, 1868.

4. The Committee's proposals were however disallowed by Her Majesty's Government, as will be seen from the correspondence noted on the margin.

5. It is believed the matter is still under consideration in the Financial Department; and in now transferring to that Department the present Despatch from Her Majesty's Secretary of State, the undersigned is directed to inquire whether the opinion of this Department is required on any point, and if so, on what point.

To the Financial Department

A. P. Howell,
Under Secretary to the
Government of India.

[Home — Edn A Progs, 29 October 1870, No. 3.]

85

Extract from the Proceedings in the Financial Department containing a Resolution regarding inability of the Governor General in Council to propose higher pensions to the officers in the Education Department than those allowed to the Uncovenanted Servants in general, in view of its refusal by the Secretary of State for India.

EXTRACT from the Proceedings of the Government of India in the Financial Department, No. 4272, under date Simla, the 20th October 1870,

READ —

Endorsement of the Home Department, No. 568, dated 1st October 1870, forwarding, for information, a copy of a correspondence, with the Government of Bengal on the subject of the memorial submitted by the graded officers of the Bengal Educational Department for improved terms of leave and pension. Office Memorandum of the Home Department, No. 569, dated 1st October 1870, forwarding, with remarks, a despatch from the Secretary of State for India, in which His Grace desires to be informed whether the Government of India contemplates any modification of the Pension Rules which affect the Educational Service.

RESOLUTION. — The question of leave to educational and certain other classes of Uncovenanted Officers is still under discussion with the Secretary of State; but the Secretary of State has three times within the past two years, *viz.*, in despatches Nos. 51, 220, and 243, dated, respectively, the 26th January 1869, 24th June 1869, and 28th July 1870 refused to entertain a proposal for increase of pensions to Uncovenanted Servants. The Governor General in Council sees no reason whatever for proposing pensions for the Educational Department higher than those conceded to the body of the Uncovenanted Service.

ORDER. — Ordered, that a copy of the foregoing Resolution be forwarded to the Home Department* with a request that its reply No. 567, dated 1st October 1870, to the letter from the Government of Bengal, No. 2571, dated 2nd September 1870, may be modified with reference to the information contained in the Resolution.

(True Extract)

J. Westland,

Officiating Secretary to the Government of India,
Financial Department.

[Home — Edn A Progs, 19 November 1870, No. 1.]

86

Government of India desire the Graded Officers of the Bengal Education Department to be informed about the refusal of the Secretary of State for India to increase of pension to Uncovenanted Servants, and of their reluctance to treat the Educational Officers exceptionally.

FROM E. C. Bayley, Esquire, C.S.I., Secretary to the Government of India, to the Secretary to the Government of Bengal, General Department, No. 610, dated the 14th November 1870.

In continuation of my letter No. 567, dated the 1st ultimo, relative to the memorial submitted by the graded officers of the Bengal Educational Department for improved terms of leave and pension, I am directed to state, for the information of the memorialists, that the Secretary of State has recently refused to entertain a proposal for increase of pension to Uncovenanted Servants generally, and that the Governor General in Council sees no reason for recommending to that authority that Educational Officers should, in this respect, be exceptionally treated. The question of leave and precedence is still under consideration.

No. 611.

COPY forwarded to the Financial Department for information, with reference to its Resolution No. 4272, dated 20th ultimo.

[Home — Edn A Progs, 19 November 1870, No. 2.]

APPENDIX

From A. J. ARBUTHNOT, Esq., Director of Public Instruction; to the Chief Secretary to Government, Fort Saint George, dated 17th March 1859, No. 232.

SIR,

I have been requested by the Principal of the Presidency College to bring to the notice of Government the position of the Professors of that Institution as regards their claims to pension on retirement.

2. In 1853* it was determined by the Honorable Court of Directors, on the occasion of their declaring the employees in the Educational Department to be eligible to pension, that the Head Masters of Government Schools, in the event of their being compelled by ill health to retire, should be granted pensions equal to one third of their average monthly salaries on completing 15 years' service and pension equal to one half of their average monthly salaries on completing 22 years' service. In laying down this rule, the Honorable Court were guided by the precedent established in the case of Native Judges and Law Officers in the Uncovenanted branch of the Judicial Department.

3. This rule, I would submit, is not well adapted to the present constitution of the Educational Department. Under it, the Head Master of a Talook School, on a salary of Rupees 30 per mensem, is entitled to a higher rate of pension in proportion to his salary than a Professor in the Presidency College on a salary of Rupees 500 or than an Inspector of Schools on a salary of Rupees 1000, the special provision which has been made in favor of Head Masters not having been extended either to Inspectors or Professors. Indeed the first of these two classes of officers was not in existence in this country when the rule was passed.

4. I would suggest that the position of these officers, as regards the operation of the rule in question, should be brought to the notice of the Home Government, with a recommendation that the privilege of obtaining pension at an earlier period of service than that required in the case of the Uncovenanted service generally, should be made to depend, not upon the designation of the office held, but upon the amount of salary attached to it, and should be extended to all officers

in the Educational Department, whether Inspectors or Teachers, receiving salaries of Rupees 300 per mensem or upwards.

5. I would further suggest that in the case of Inspectors or Masters who may have been or may be hereafter engaged in England for employment in the department on salaries of Rupees 300 per mensem or upwards, the requisition of a Medical certificate of unfitness to remain in India in order to entitle them to retire after 15 or 22 years' service, be dispensed with. Such persons usually come out to India at a much more advanced age than the Officers of the Covenanted Civil and Military services, and as they naturally look forward to eventually retiring to Europe, the rules which may fairly be applied to those who come out at an earlier age and those which have been framed with special reference to persons born and bred in the country, seem equally unsuitable to them.

No. 41. Minute by the Honorable the PRESIDENT, dated 6th April 1859.

This subject ought to be more fully considered before we decide to recommend a change in the existing Pension Rules in favour of Educational officers. The rule which allows of unconditional retirement after 22 years' service in the case of Covenanted Officers annually deprives the Public of the assistance of officers at the period when they have arrived at the maximum of their efficiency, and we should hesitate before we propose the extension of it to the Uncovenanted service.

(Signed) C. E. TREVELYAN.

No. 42 ORDER THEREON, No. 638; dated 26th April 1859.

In their Despatch to the Government of India, dated 20th July, No. 23 of 1853, the Court of Directors, in sanctioning the extension of the benefits of the Superannuation Pension Rules to their officers in the Educational Department, determined "that *Vide Class 3, Rule V of the Pension Rules of 1831* the Principals and Head Masters of Colleges or Schools shall be ranked in the same class with Law Officers and Native Judges, and in like manner with them, be qualified, if incapacitated by age or infirmity, to receive pensions equivalent to one-third of their average monthly salary after 15 years' service, and to one half after a service of 22 years or upwards."

2. In the letter above recorded, the Director of Public Instruction points out how unequally the rule in question operates on certain classes of the Educational Servants, and asks for a revision of the

Pension Rules in favour of all officers in the Educational Department receiving salaries of Rupees 300 per mensem or upwards.

3. The Government think with Mr. Arbuthnot that the rules to which he refers should be extended, but they would not confine their operation to servants drawing monthly Rupees 300 or upwards. They would make the application general.

4. They resolve to recommend to the Right Honorable the Secretary of State for India, that the following rules be adopted in regard to all servants in the Educational Department.

1. All servants in the Educational Department will be allowed to retire on Medical Certificate after 15 years' service on one-third of their average monthly salary for the preceding five years.
2. After 22 years' service they will be allowed to retire on Medical Certificate on half such average salary.
3. After 25 years' service they will be considered as having a right to retire on half salary absolutely and without furnishing Medical Certificate.
4. After 35 years' service they will be required to retire as a matter of course.

(Signed) T. PYCROFT,
Chief Secretary.

[Fort St. George Public Consultation of 29th April 1859.]

NOTES

1. Censures the Government of Madras for deviating from the general arrangement which regulated the relation between the Local Governments and the Government of India on the one hand and the Secretary of State for India on the other and making a direct reference to the latter, without any intimation to the Government of India, for revising the pension rules for officers in the Education Department of that Presidency. For the text of the letter, See *Home — Pub. A Progs*, 29 July 1859, O.C. No. 3.
2. The Lieut. Governor, Bengal, declined to move the Government of India to extend the privilege of pension as enjoyed by The Principals and The Head Masters of Colleges and Schools to the Professors and other Officers of the Education Department, though he would not stand in the latter's way if they sent a memorial to the Secretary of State for India on general grounds through the Government of India. For the text of the letter, see *Government of Bengal, General (Education) Progs*, 9 June 1859, No. 3.
3. See Appendix.
4. The reference is to Cap. 52, clause 57 which lays down regulations for filling up vacancies in the 'Civil Line'. See Whitley Stokes, *A Collection of Statutes relating to India*, Vol. I, p. 82.
5. Refers to his minute dated 5 June 1861. See *Home — Edn A Progs*, 24 October 1861, Nos. 44-61, K.W., pp. 83-84.
6. See Note 4 above.
7. For the text of this Act, see Whitley Stokes, *op. cit.*, pp. 311-12.
8. These are the Presidencies of Bengal, Bombay and Madras. They received this nomenclature because, prior to the constitution of Legislative Council under the Charter Act of 1833, legislation in these areas was by Regulation of the President-in-Council. Appointment of Officers in these Provinces was also governed by an Act of Parliament.
See A. K. Ghosh, *Public Administration in India*, p. 186, R. N. Ghilchrist, *The Separation of Executive and Judicial Functions*, p. 8.
9. See *Home — Edn A Progs*, 24 Oct. 1861, No. 60.
10. Reference is to the Acts 24 and 25 Victoria, Cap. 54. See note 7 above.
11. See Whitley Stokes, *op. cit.*, pp. 279-80.
12. See note 4 above.
13. Regulations drawn up for the older provinces were too complicated for the less advanced and newly conquered territories. Simple rules and codes, which represented a blending of the spirit of the Regulations and that of the local institutions and usages of the country, were therefore drawn up for these areas. These areas were, consequently, styled as Non-Regulation Provinces. Appointment of officers was unrestricted by any statute and was made by the Governor General of India. J. W. Kaye, *Administration of the East India Company*, p. 433; Ghosh, *op. cit.*, p. 187; Gilchrist, *op. cit.*, p. 9.

14. Sir Henry Ricketts of the Bengal Civil Service was appointed Commissioner for the revision of civil salaries and establishments throughout India in 1856. He submitted his report in 1858. For his proposals concerning uniformity in the salaries and reduction in the aggregate expenditure, with comments of the Government of India, see *Financial Despatch to the Secretary of State for India*, 3 June 1859, No. 90; also published in *Parliamentary Papers* No. 159 of 1859, 6 August 1859.
15. For the text of the Rules along with subsidiary and supplementary Rules of a subsequent date, see *Financial — Pens. & Grats. A Progs*, January 1872, No. 19, Appendix B.
16. Solicits early orders on the Uncovenanted Service memorial sent to him on 15 June 1861. See Document 58.
17. It refers to the Pension Rules of 4 January 1831, as modified under instructions from the Court of Directors in their *Financial Despatch* No. 23 of 20 July 1853, para 4.
18. Authorises grant of pension under the old Rules in cases in which the application of the new Rules might render it necessary for an officer, in order to obtain his pension, to serve for a longer period than was required by the old Rules, provided he had not at any time availed himself of the benefits conferred by the New Leave Regulations. Also published in the *Gazette of India*, 11 March 1865, p. 306; *Calcutta Gazette*, 15 March 1865, pp. 408-9.
19. For the text of this Act, see *A Collection of the Public General Statutes*, passed in the Twenty Second Year of the Reign of H. M. Queen Victoria, pp. 293-299.
20. It was instituted on 1 May 1825 in Bengal, Bombay and Madras. Rate of contribution was fixed at 4 per cent of the total emoluments of the Civil Servants. The East India Company also made an equal contribution to the Fund and, also, gave 6 per cent interest on the fund set apart for the payment of the annuities. Annuities were tendered to subscribers who had served in the Covenanted Civil Service for 25 years and had actually resided in India, while in that service, for a period of 22 years. For details, see *The Calcutta Annual Directory and First Quarterly Register*, 1831, pp. 131-136; *Parliamentary Papers* (House of Commons) No. 655 of 1830, Appendix 1.

SECTION VIII

AGES FOR RECRUITMENT AND RETIREMENT PRESCRIBED FOR
OFFICERS IN THE EDUCATION DEPARTMENTS.

[*Documents* 87-101]

Government of Bombay suggest the extension of provisions of Civil Absentee Rules of the 8th June 1855 (Chapter VII, Section 29) to the Military and Naval Officers in civil employ and Uncovenanted Officers.

FROM A. D. Robertson, Esquire, Officiating Chief Secretary to the Government of Bombay, to E. H. Lushington, Esquire, Secretary to the Government of India, Financial Department, No. 446, dated the 21st April 1864.

With reference to the General Order by the Most Noble the Governor General of India in Council, dated 10th June 1853, No. 489,¹ I am directed to suggest for the consideration of the Government of India, the expediency of extending the provision of Chapter VII, Section 29 of the Civil Absentee Rules of the 8th June 1855² to the case of Military and Naval Officers in Civil Employ, and to the case of Uncovenanted Officers who are appointed by the Governor in Council.

Chapter VII.
Section 29.—After thirty-five years' service no Civil Servant shall be appointed to any new office, nor be permitted to retain an office which he has held for a period of five years and upwards, except in special cases, which are to be referred for the decision of the Hon'ble the Court of Directors. This Rule will be applicable to every Civil Servant appointed to office after its promulgation, and to the case of every other Civil Servant to whom it relates at the close of five years from the 25th August 1854.

2. The above rule might, I am to observe, be made applicable to all appointments made after the date of a Notification declaring it so applicable, and in the case of present incumbents from the close of five years from the date of such Notification.

No. 488, dated Simla, the 30th May 1864.

Transferred to the Home Department for disposal.

(Signed) E. H. Lushington,
Secretary to the Government of India,
Financial Department.

88

Government of India recommend to the Secretary of State for India that no Military and Naval Officer in civil employ nor any Uncovenanted Civil Servant should be appointed to a new office after the age of 55 years.

No. 59 of 1864

HOME DEPARTMENT
Simla, the 15 September 1864

TO The Secretary of State for India.

Sir,

We have the honor to transmit the accompanying copy of a letter, No. 446, dated the 21st of April from the Government of Bombay suggesting the expediency of extending the Civil Service Superannuation Rule, contained in Sec. XXIX of the Furlough Regulations of 1855,³ to Military and Naval Officers in Civil employment, and also to Uncovenanted Officers.

2. This suggestion accords with the recommendation* made by

* "That the Supreme Government be moved to declare the retention of Civil appointments by Military Officers terminable after a certain number of years as in the case of Civilians." the Committee appointed by the Lieutenant Governor of the Punjab at

Lahore for the consideration of certain questions affecting the Civil Service of that Province,⁴ a copy of whose report was forwarded to you with our Despatch No. 56 dated the 12th instant.⁵

3. The proposal of the Bombay Government and of the Lahore Committee appears to us to be just,⁶ and likely, if adopted, to prove in every way beneficial to the public interests. There seems no reason for supposing that a rule which has undoubtedly proved satisfactory in regard to the Covenanted Civil Service, will be less beneficial when applied to other classes of Officers in Civil employment. Having regard, however, to the various ages at which Military and other Officers begin a career of Civil employment, we are disposed to recommend a rule to the effect that they shall vacate office after a certain age, rather than to prescribe any fixed period of service. In this respect there is an obvious difference between them and members of the Covenanted Civil Service. The former may enter upon Civil employment at any period of life, while the latter do so at a fixed and nearly uniform age. Hence a rule which suffices for the Covenanted Civil Service would operate very unequally, and in many instances

be quite inoperative, with regard to the other classes of public servants employed under the civil administration.

4. We would recommend therefore that after the age of 55, no Military or Naval Officer in Civil employment, nor any Uncovenanted Civil Servant, shall be appointed to a new office, or be permitted to retain an office which he has held for five years. We would, however, make the rule subject, as in the case of Covenanted Civil Servants, to special exceptions which may be recommended by the local Government and sanctioned by the Secretary of State.

We have &ca.

[Despatch (Public) to the Secretary of State for India,
15 September 1864, No. 59.]

89

Secretary of State for India accepts the recommendation of the Government of India and authorises them to issue a Notification restricting the appointments of Military and Naval Officers in Civil employ and Uncovenanted Servants after the age of 55 years.

Public,
No. 90.

India Office, London,
9th December 1864.

TO His Excellency the Right Honorable the Governor General of India in Council.

Sir,

Para. 1. I have considered in Council your letter dated 15th September (No. 59) 1864, recommending, with reference to a suggestion from the Government of Bombay that the principle of the existing Civil Service Superannuation Rule be extended to Military and Naval Officers in Civil employment, and also to Uncovenanted Officers; and, in accordance with your recommendation, I authorize you to frame a Notification announcing that, after the age of 55, no Military or Naval Officers, nor any uncovenanted servant, shall be appointed to a new office, or be permitted to retain an office which he has held for five years.⁷

2. This Rule will, like the corresponding rule applicable to Civil Servants, be subject to special exceptions under the authority of the Secretary of State.

I have the honor to be,
Sir,
Your most obedient humble Servant,
(Signed) C. Wood.

[Despatch (Public) from the Secretary of State for India,
9 December 1864, No. 90.]

90

Government of India issue a Notification extending the principle of Civil Service Superannuation Rule to Military and Naval Officers in Civil employ and Uncovenanted Servants and fix 55 years as the age of retirement.

Notification No. 794, dated the 25th January 1865.

THE Governor General in Council directs the publication, for general information, of the following correspondence with the Secretary of State on the subject of extending the principle of the existing Civil Service Superannuation Rule to Military and Naval Officers in Civil employment, and also to Uncovenanted Officers holding gazetted appointments, and receiving such appointments direct from Government:—

Public Despatch from the Governor General of India in Council, to the Secretary of State, No. 59, Simla, dated the 15th September 1864.

[See Document 88.]

Public Despatch from the Secretary of State to the Governor General of India in Council, No. 90, dated 9 December 1864 (see document 89).

Referring to the above correspondence with the Secretary of State, the Governor General in Council is pleased to pass the following Rule, which shall be held applicable to all Military and Naval Officers in Civil employment, and to Uncovenanted Officers holding gazetted appointments and receiving such appointments direct from Government.

After the age of 55 years no Military or Naval Officer, or Uncovenanted Servant, shall be appointed to a new office in Civil employment, or shall be permitted to retain any such office which he has

held for five years and upwards, except in special cases which are to be referred for the decision of the Right Hon'ble the Secretary of State. This Rule will be applicable to every Military and Naval Officer, and to every Uncovenanted Servant appointed to any Civil Office after its promulgation, and to all other Military and Naval Officers and Uncovenanted Servants employed under the civil administration at the close of five years from the date of its promulgation.

By order, &c.,
(Signed) R. N. Cust,
Officiating Secretary to the Government of India.

[Home — Pub. A Progs, January 1865, No. 43.]

91

G. Macleod, Esq., Officiating Examinee of claims for Accountant General, Bengal, seeks clarification regarding the submission of medical certificate by Uncovenanted Servants holding gazetted appointments while retiring under the terms of Notification No. 794 dated the 25th January 1875.

FROM G. Macleod, Esquire, Officiating Examiner of Claims, for Accountant General, Bengal, to the Assistant Secretary to Government of India, Financial Department, No. 1054E, dated 2nd August, 1867.

To enable this Office to reply to a reference made by the Examiner of Claims, Madras, I have the honor to request the favor of being informed whether medical certificates should be submitted by Uncovenanted Civil Servants holding gazetted appointments, who may retire from the service either before or after the 25th January 1875, under the terms of the notification of the Home Department, No. 794, dated 25th January 1865. It is submitted that in cases in which retirement is compulsory, a medical certificate need not be furnished.

[Fin. — Pen. & Grat. A Progs, August 1867, No. 43.]

92

Government of India inform the Accountant General, Bengal that under the said Notification the submission of medical certificate is not necessary in case of the compulsory retirement of the Uncovenanted Servants.

FROM E. H. Lushington, Esquire, Secretary to Government of India, Financial Department, to the Accountant General, Bengal, No. 2194, dated 21st August, 1867.

In reply to your letter dated 2nd August 1867, No. 1054E, I am directed to state that in the case of compulsory retirement from Government service under the terms of the Notification of the Home Department, dated 25th January 1865, No. 794, it is not necessary for an Uncovenanted Servant to submit a medical certificate of incapacity for further service with a view to his obtaining the retiring allowance for which he may have become eligible.

[Fin. — Pen. & Grat. A Progs, August 1867, No. 44.]

93

Government of India in the Financial Department propose that as a general rule no one should be appointed to the uncovenanted civil service after the age of 23 years.

OFFICE Memo By G. H. M. Batten, Esquire, Under Secretary to the Government of India, Financial Department, No. 2530, dated 5th August, 1870.

In a letter No. 2194, dated 21st August 1867, the Financial Department decided that when an Uncovenanted Civil Servant holding a gazetted appointment was compelled to retire from the service of Government, under the terms of the Notification of the Home Department, dated 25th January 1865, No. 794, owing to his having attained the age of 55 years, he would be allowed a gratuity or pension without the submission of a medical certificate of incapacity for further service. This letter was published in the Gazette of India under orders No. 2416, dated 5th August 1869. (*Vide* page 187, Part I).

2. In order to prevent an abuse of the concession involved in these orders, it seems to this Department necessary to lay down a rule limiting the age at which ordinarily an Officer shall be appointed to the public service. Under the Pension Rules no officer can be allowed

any gratuity or pension on retiring from the service of Government without the submission of a medical certificate of incapacity for further service, until he has served 30 years after attaining the age of 22. It is evident that if an officer be appointed to the public service after he has attained the age of 25, and be compelled to retire upon attaining the age of 55, he would, under the ruling of 21st August 1867, obtain a gratuity or pension before he had served 30 years, without being obliged to submit a medical certificate of incapacity for further service.

3. It appears, therefore, to this Department a necessary corollary to the orders of 21st August 1867, to prescribe that no one shall, as a general rule, be appointed to the service of Government after he has attained the age of 23 years, which is the age generally applicable to the Covenanted Civil Service. This allows a margin of two years for periods between that age and the age of 55 spent on leave not counting for pension. This Department would propose to make the rule applicable generally both to gazetted and ungazetted officers, as it is not unlikely that the rule regarding compulsory retirement at the age of 55 will, in some form, be extended to the latter class. The rule would not prevent the admission to Government service of older men under special regulations and special circumstances.

4. This Department would be glad to be favored with the opinion of _____ on this point.

[Fin. — Pen. & Grat. A Progs, August 1870, No. 14.]

94

Secretary to the Council of the Governor General for making Laws and Regulations, offers no comments on the proposal of the Financial Department.

OFFICE Memo. from W. Stokes, Esquire, Secretary to the Council of the Governor General for making Laws and Regulations, to the Officiating Secretary to the Government of India, Financial Department, No. 467, dated 8th August, 1870.

The undersigned has the honor to acknowledge the receipt of the memorandum from the Financial Department, No. 2530, dated the 5th instant, proposing to lay down a rule limiting the age at which ordinarily an officer of the Uncovenanted Civil Service shall be appointed in the service of Government, and to state in reply that this Department has no means of forming an opinion on the subject.

[Fin. — Pen. & Grat. A Progs, January 1871, No. 68.]

95

Government of India in the Home Department have no objection for prescribing 25 years as the age for entry into the Uncovenanted Civil Service but feel that any positive ruling would be harmful for the natives.

OFFICE Memo. from E. C. Bayley, Esquire, Secretary to the Government India, Home Department to the Officiating Secretary to the Government of India, Financial Department, No. 3883, dated 22nd August, 1870.

With reference to the Office Memorandum from the Financial Department, No. 2530, dated 5th instant, the undersigned is directed to state that there is no objection in this Department to the issue of a general intimation to the effect that it is ordinarily not expedient that persons much above the age of 25 should be appointed to the service of Government, and especially to minor situations, but any positive ruling on the subject would be, it is believed in this Department, extremely mischievous. The practical effect of any such positive ruling would be to shut out from Government employ every one who has received any special training, and would make the Uncovenanted Service virtually a close service, which, in the opinion of this Department, is, in the last degree, undesirable. Moreover as regards Natives it has been suggested that they should not be compelled to retire until they have attained the age of 60 years, which would considerably weaken the argument advanced by the Financial Department in favor of the proposed ruling.

[Fin. — Pen. & Grat. A Progs, January 1871, No. 69.]

96

Government of India in the Military Department doubt the utility of fixing 23 years as the age for entrance into the Uncovenanted Civil Service.

OFFICE Memo. from Colonel H. K. Burne, Secretary to the Government of India, Military Department, to the officiating Secretary to the Government of India, Financial Department, No. 512, dated 23rd August, 1870.

With reference to Financial Department memorandum No. 2530, dated 5th August 1870, proposing to fix 23 years as the age after which an Uncovenanted Civil Servant shall not be appointed to the Service of Government, the undersigned is directed to state that, in

the opinion of the Government of India in the Military Department, if the proposed rule was to be made applicable to the ungazetted clerical members of the service, it would virtually limit admission into Government service to youths or very young men, a measure which would practically be open to very serious objection.

2. There is no analogy between the homogenous body of the Covenanted Civil Service rising gradually through various Departments, and in widely different employments from the lowest to the highest positions in the whole service.

3. The clerks, on the contrary, do not form a uniform and graduated body; they are an aggregate of small distinct sectional establishments, not necessarily liable and not often subjected to transfer from one to another.

4. The nature of the duties in, and the constitution of these officers differs very widely. In some large departments vacancies can generally be filled, and promotion will generally go in the office. In smaller establishments, it is often undesirable and sometimes impossible to make promotion in the office. In such cases, it will generally be in the more responsible situations that an outsider will be required. To such appointments steadiness, experience, and business habits would be required, which could hardly be looked for from very young men.

5. Unless, therefore, the service is entirely reorganized and formed into one homogenous, graduated body, the proposed arrangements would be practically quite inapplicable.

6. As a rule in the Military Secretariat, first appointments of clerks are usually of young men under 23 years of age, but it would be very undesirable to limit appointments to those who were below that age.

97

A. M. Monteath, Esquire, Director General of the Post Office of India, while disagreeing with the proposed fixation of age limit for joining the Uncovenanted Civil Service, gives his own suggestions.

FROM A. M. Monteath, Esquire, Director General of the Post Office of India, to the officiating Secretary to the Government of India, Financial Department, No. 2885, dated 16th September, 1870.

I have the honor to acknowledge the receipt of your communication No. 2530, dated 5th August, and in reply to offer the following remarks.

2. Looking to the circumstances of the uncovenanted service in this country, I do not think it advisable to have any fixed limit of age for entrance into the service. But I do not see any objection to restricting in such way as may be deemed proper the grant of gratuities and pensions to persons entering the service after the age of 25. The Government might decline to grant any pension or gratuity to persons entering the service after the prescribed age except under medical certificate, or it might prescribe such lower scale of gratuity or pensionary allowances as may be considered just and proper. With these conditions known before hand, no person could have any cause for complaint while the Government would not be precluded from availing itself of the services of persons above the age of 25 when convenient to do so.

3. As between the two alternatives of giving no pension at all and of giving a modified scale of pension to persons entering the service after the age of 25 on occasions of compulsory retirement under the age rule, my opinion is that the introduction of a modified, *i.e.*, restricted scale of allowances, would be the preferable course. I do not think that the Government should entirely cast aside, as respects persons of this class, the claims which service gives to pensionary support, but it may properly regulate the relation borne between length of service and amount of pensionary support reducing the rates, somewhat in proportion to the length, and consequently assumed value of the service rendered. If this relation be fixed on an equitable basis, the Government will not sacrifice its interests by giving a small pension to a man of short service any more than it does by giving a larger pension to a man of long service.

[Fin. — Pen. & Grat. A Progs, January 1871, No. 71.]

98

Government of India in the Public Works Department forward a note regarding fixation of an age limit.

MEMO. from J. P. Thorpe, Esquire, for Under Secretary to the Government of India, P. W. Dept., to the Officiating Secretary to the Government of India, Financial Department, No. 1147E, dated 24th October, 1870.

In reply to Financial Department No. 2530, dated 5th August 1870, the undersigned is directed to forward copy of an office note, explanatory of the views held in this Department on the proposal to make a general rule that no one shall be appointed to the service of Government after he has attained the age of 23 years, except under special regulations and special circumstances.

It will be observed that this Department is not prepared to form a definite opinion on the subject, until it is known what the special regulations are to be.

[Fin. — Pen. & Grat. A Progs, January 1871, No. 72.]

ENCLOSURE IN DOCUMENT 98.

Note by J. S. Thorpe, Esquire, doubting the usefulness of fixing age limit of 23 years for entry into the Uncovenanted Civil Service.

Initial Note by the Public Works Department.

THE question is referred to this Department for opinion.⁸ It is proposed "as a general rule" and as a rule which "would not prevent the admission to Government service of older men under special regulations and special circumstances." The reason given for making the rule is, that under existing rules if a person vacates an appointment on account of his attaining to 55 years of age, he is treated as regards pension as if he retired on a medical certificate of incapacity for further service, and that measures should be taken to prevent an abuse of this concession.

So far as the Executive Branch of the Public Works Department is concerned, it is essential to the efficient working of the Department, that the Government shall be at liberty to select its servants according to qualifications and character, wholly irrespective of their age. As a matter of fact, a great number of our Civil Engineers do enter at 23 or thereabouts, but also a considerable number have been selected at a much more advanced age, because the necessities of the public service required this. The Financial Department would apparently

allow it, but "under special regulations."⁹ Before then, assent can be given to the present proposal, we should know what special regulations are intended.

But on general grounds, I think the rule is uncalled for and inexpedient. The Government discourages men from entering its service before they are 22 years old, by not allowing service before that age to count towards pension, and now it is proposed not to appoint men after 23. The view of the Government in the Financial Department therefore seems to be that men should be appointed older than 22, but younger than 23.

But under the present custom of making appointments irrespective of age, what prospect of "abuse" is there? Of the few men appointed at 40, the still fewer who would attain the age of 55 would receive a gratuity, the maximum being 12 months' pay. Of those appointed between 30 and 40, the survivors who reach 55 would get a pension of £200 a year, except the small proportion of them who would be receiving Rs. 1,000 per mensem, or more, and they would get £300 a year. But allowing (say) 3 years' leave during their service, the same very bright prospect exists for those also who are appointed between 27 and 30.

Those appointed between 23 and 27, allowing them 4 years' leave, not counting as service, would (at least the survivors) have served from 24 to 28 years towards pension.

I would ask, is the Government to run the risk of sacrificing the efficiency of its uncovenanted service for the paltry consideration, that under the 55 years' rule a few men will serve a shorter time for pension than they would have done if that rule had not existed. Is it reasonable that, in the case of our Engineer Establishment, for example, the Government should be debarred from availing itself of all the Engineering genius of the world by a self imposed rule, except what it has trained and fostered from its infancy in the minds of youths under 23? And this for such a consideration: It is true that it is said exceptions would be allowed "under special regulation", but these exceptions would be, I am certain, *ought* to be so numerous that the rule desired, would be practically inoperative.

Appended is a note by Mr. Thorpe, in which I entirely agree.

The 17th October, 1870.

A.B.S.

As far as I understand the question, the proposed rule appears to be inexpedient. But the whole question seems to me to depend upon the "special regulations" that may be proposed for the oldsters, and until I know what these are, I am unable to offer any opinion upon the general question put by Financial Department beyond saying

that as far as the Public Works Department is concerned, I think it very undesirable to discourage the admission into the service of men exceeding the very low limit of 23 years of age. I think indeed that 23 years is a bad age for entrance into the Department of Public Works; at that age a man is a little too old to learn his profession ab-initio, and a little too young to assume duties requiring experience; I would rather take in a man at 30 than at 23.

This note may, perhaps, go to Financial Department with any orders that may be passed thereon.

10th (Sic) October 1870.

W.A.C.

I agree with Colonel Crommelin.

The 21st October, 1870.

J.S.

It is apparently the intention to make the rule applicable to all classes of uncovenanted servants. I have great doubt of its expediency as regards clerks. In large public offices it is not unfrequently necessary to look outside for persons to fill some of the higher posts in it, and I fear if this restriction as to age is enforced, it will be very seldom indeed that a proper man will be found. A large proportion of the clerks now in Public offices are men who, owing to indifferent education &c., cannot be advanced beyond a certain grade, and hence the necessity is constantly occurring of getting outsiders for the more important posts. I am not sure too that the rule will be good as regards accountants.

24th August 1870.

J.S.T.

[Fin. — Pen. & Grat. A Progs, January 1871, No. 73.]

99

Resolution by the Government of India in the Financial Department fixing 25 years as the age for entering into the uncovenanted service and on the mode of determining pensions to those entering service after this age.

RESOLUTION by the Government of India, Financial Department, No. 423, dated 20th January, 1871.

The Governor General in Council observes that the admission into the service of Government of other than young men tends to throw upon the State an undue liability in respect of pensionary allowances.

2. His Excellency in Council is accordingly pleased to declare that, as a general rule, no person should be admitted into the Covenanted Service of Government after he has attained the age of 25 years. But if, for special reasons, any one is after this date admitted at a later age, then, in the event of his being required to retire, under the operation of any rule for the removal of officers from the service as superannuated, on their attaining a particular age, the pension to which he would but for this rule be entitled shall be reduced in the proportion which the number of years of pensionable service which he has completed bears to 30 years, the full period required for a good service pension.

3. For instance, if an officer so retiring has completed 20 years' service, then his pension will be one-third of his average pay multiplied by 20/30; if he has completed 26 years, then it will be half his average pay multiplied by 26/30.

ORDERED, that a copy of the above Resolution be published in the *Gazette of India*.

[Fin. — Pen. & Grat. A Progs, January 1871, No. 75.]

100

Government of India seek sanction of the Secretary of State for India to the rule for fixing 25 years as the age of entry into the Uncovenanted Service and to resultant modification in the mode for computing pension of officers at the time of retirement.

FROM the Government of India, to the Secretary of State for India, No. 223, dated 31st August, 1871.

In the public despatch from the Secretary of State to the Governor General of India in Council, No. 90, dated 9th December 1864, sanction was given to the promulgation of a rule that an uncovenanted servant should not, after the attainment of 55 years of age, be appointed to a new office, or be allowed to retain an office which he had held for five years.

2. The rule thus promulgated we recently modified, declaring that all uncovenanted servants, gazetted or ungazetted, should be required to retire when they attained 55 years of age, but that the local Government might permit them to continue longer in service, the previous sanction of the Government of India being required where it was proposed to retain any officer in service after the attainment of 60 years of age.

3. According to the practice which we adopted up till January last, we regarded officers compelled to retire under the operation of these rules, as incapacitated on medical grounds from further service, and we granted them pensionary allowances under the rules prescribed for officers thus incapacitated.

4. Now, officers incapacitated on medical grounds obtain a certain advantage in respect of pension; for example, they obtain a half-pay pension after 25 years' service, whereas, if not so incapacitated, they would have to render 30 years' service before obtaining pension of that amount; and the result of these two rules (that of compulsory retirement, and that fixing invalid pension) working together was, that an officer who entered the public service at an age so late that he would be obliged to retire before rendering 30 years' service, was practically promised a good service pension, without rendering the amount of service necessary to qualify for such a pension.

5. To relieve the State from the undue liability for pension thus imposed, and at the same time to render more equal the pensionary prospects of our officers, we published on 20th January* last a rule which appeared to us to be a necessary complement to the compulsory retiring rule quoted above. This order declared that "no person should be admitted into the uncovenanted service of Government after he has attained the age of 25 years. But if, for special reasons, anyone is after this date admitted at a later age, then in the event of his being required to retire under the operation of any rule for the removal of officers from the service as superannuated, on their attaining a particular age, the pension to which he would but for this rule be entitled shall be reduced in the proportion which the number of years of pensionable service which he has completed bears to 30 years, the full period required for a good service pension."

*Financial Resolution No. 423, dated 20th January 1871 (Financial Department Proceedings, January 1871, Nos. 68 to 75, Pensions and Gratuities series.)

6. Our present object in addressing your Grace is to obtain your Grace's formal sanction to the application of this rule to a certain class of officers who enjoy, under Sir C. Wood's Financial despatch No. 290, dated 23rd December 1865,¹⁰ advantages in pension which are not conceded to other officers, namely, to Inspectors of Schools, Principals and Professors of Colleges, and Head Masters of Schools and Colleges, who, under present rules, if they enter the service at an age later than 25 years, become entitled to pensions after a service shorter by three years than the usual period.

7. The same undue liability for pension occurs in their case, as in other cases, if they enter the service so late in life as to be compelled by the rules quoted in paragraphs 1 and 2 of this despatch to

retire from the service before they render the 27 years of service necessary in their case to qualify for a good service pension. The rule which we propose to issue would be to the same effect as that of 20th January 1871, the figure 27 being substituted for 30, and it would affect only such officers as entered the service of Government after 20th January last — that being the date of the first declaration of the principle, of whose application this will be one instance.

8. We may observe that we place no limitation upon the “special reasons” required in the Resolution, leaving them to the judgment of the officer making the appointment. But any officer admitted into the service of Government after 25 years of age comes, *ipso facto*, under the operation of the rule for the limitation of pension.

[Fin. — Pen. & Grat. A Progs, August 1871, No. 64.]

101

The Secretary of State for India approves of the rule regarding grant of pension and fixation of age limit for Uncovenanted Civil Service.

FROM Her Majesty's Secretary of State for India to the Government of India, No. 92, dated India Office, London, the 14th December 1871.

The despatch of your Excellency in Council in the Financial Department (Pensions and Gratuities), dated 31st of August last, No. 223 of 1871, relative to the application of the orders of the 20th of January 1871 on the subject of pensions to certain high officers in the Educational Department, has been considered by me in Council.

2. Under all the circumstances stated in the despatch of your Lordship in Council, I approve of the rule which it is proposed to issue.

* * * * *

[Home — Edn A Progs, 27 January 1872, No. 12.]

NOTES

1. It lays down the Rules for the withdrawal of officers from the regiment for civil, military or other detached employment. For the text of the Rules, see *Calcutta Gazette*, 15 June 1853, pp. 842-844.
2. See *Ibid.*, 16 June 1855, pp. 824-829.
3. *Ibid.*
4. For the text of the Report and Recommendations of the Committee, see Enclosure 2 *Home — Pub. A Progs*, September 1864, No. 60.
5. Recommends selection of uniform scale of salaries for civil servants either in all the provinces or at least in those in which military and civil servants are employed together. See *Home — Pub. Despatches to Secretary of State for India*, No. 56 of 12 September 1864.
6. See footnote 2 above.
7. See Document 90.
8. It refers to the Financial Department's proposal suggesting a change in the Rules concerning age for admission of persons in the Uncovenanted Service of the Government. See Document 93.
9. They provide that periods of service for 12, 22 and 27 years should be substituted for 15, 25 and 30 years for pension and leave purposes, when Education Officers entered the services after attaining the age of 25 years. See *Gazette of India*, 17 February 1866, p. 313.
10. *Ibid.*

SECTION IX

INTERPRETATION OF IMPROVED PENSION PRIVILEGES.

[*Documents* 102-108]

Officiating Secretary to the Chief Commissioner, Mysore, forwards copy of a letter from the Director of Public Instruction, Mysore, regarding proposed draft of Civil Pension Code.

FROM Captain T. Clarke, Officiating Secretary to Chief Commissioner of Mysore, to J. Westland, Esquire, Under Secretary to the Government of India, Financial Department, No. 3590-12F, dated Bangalore, the 18th October 1871.

In continuation of this Office letter No. 3451-11F of the 11th instant, submitting opinion on a draft of the proposed Civil Pension Code, I am directed by the Chief Commissioner to append copy of a letter, since received from the Director of Public Instruction, No. 1366 of the 13th instant, pointing out a discrepancy in the draft code as compared with the rules now in force, touching the periods of service for pension of certain officers of the Educational Department.

[Home — Edn A Progs, June 1872, No. 12.]

ENCLOSURE IN DOCUMENT 102

Director of Public Instruction, Mysore, favours the retention of Pensionary benefits to all the Educational Officers as per original rule published in the Gazette of India of 17th February, 1866.

FROM J. Garrett, Esquire, Director of Public Instruction, Mysore, to Captain T. Clarke, Officiating Secretary to the Chief Commissioner of Mysore, No. 1366, dated Bangalore, the 13th October 1871.

With reference to your memorandum circular No. 2820-3F, dated 6th ultimo, forwarding copy of a draft Civil Pension Code for any observations tending to render the Code accurate and complete before it is formally published, I have the honor to call attention to Section 59 (a), in which it is stated that for educational offices *of the following classes*, entering the service after 25 years of age, the periods of service for pension are twelve, twenty-two, and twenty-seven years, instead of fifteen, twenty-five, and thirty years respectively:

- (1) Inspectors of schools.
- (2) Principals and professors of colleges.
- (3) Head masters of schools and colleges.

I beg to point out that this differs from the original rule, published in the *Gazette of India* of 17th February 1866, page 313, according to which all Educational Officers are eligible for the above privileges.

[Home — Edn A Progs, June 1872, No. 12.]

103

Government of India in the Financial Department interpret the old rule benefitting only the Inspectors and Head Masters of Schools and Principals and Professors of Colleges.

FROM J. Westland, Esquire, Under Secretary to the Government of India in the Financial Department, to the Chief Commissioner of Mysore, No. 2632, dated the 30th November 1871.

I am directed to acknowledge the receipt of your Officiating Secretary's letter No. 3590-12F, dated 18th October 1871, and in reply to state as follows:—

The contention of the Director of Public Instruction arises from his adopting too general a view of the meaning of the despatch of the Secretary of State for India, No. 290, dated 23rd December 1865. The benefit conceded by the Secretary of State was a continuation of the advantages enjoyed under the old rules. It was granted expressly because it existed under the old rules, and, as will be seen by comparing paragraphs 3 and 4 of the despatch, was intended to apply only to those to whom the old rules gave an advantage, namely, Inspectors of Schools, Principals and Professors of Colleges, and Head Masters of Schools and Colleges.

[Home — Edn A Progs, June 1872, No. 12.]

104

Officiating Secretary to the Chief Commissioner, Mysore, forwards another copy of a letter from the Director of Public Instruction, Mysore, containing his views on the subject.

FROM J. Puckle, Esquire, Officiating Secretary to the Chief Commissioner of Mysore, to the Under Secretary to the Government of India, Financial Department, No. 6326-28, dated 30th March, 1872.

Adverting to your letter, No. 2632, of the 30th November 1871, I have the honor by direction of the Chief Commissioner to transmit

herewith, for consideration and orders of His Excellency the Viceroy and Governor General in Council, copy of a further letter No. 2500, dated 23rd instant, from the Director of Public Instruction in Mysore, soliciting that he may be allowed to participate in the concession accorded to certain classes of educational officers, in the Secretary of State's Despatch, No. 290, of the 23rd December 1865.

[Fin. — Pen. & Grat. A Progs, July 1872, No. 22.]

ENCLOSURE IN DOCUMENT 104.

Director of Public Instruction, Mysore, requests for similar concessions as already accorded to certain classes of officers as per Secretary of State for India Despatch No. 290 of 23rd November 1865.

FROM J. Garrett, Esquire, Director of Public Instruction, Mysore, to the Secretary to the Chief Commissioner of Mysore, No. 2500, dated 23rd March, 1872.

With reference to your docket, No. 4659-1021, dated Camp Hoolhalli, 20th December 1871, forwarding copy of a letter from the Under Secretary to Government of India in the Financial Department, No. 2632, of the 30th November 1871, in which it is stated that the shorter periods of service for pension authorised in the Secretary of State's despatch, No. 290, of 23rd November 1865, apply only to certain classes of educational officers, I have the honor respectfully to submit the following observations in reference to my own claim to share in the concession.

2. The despatch makes no specification of grades, but after stating that "having fully considered in Council what arrangements should be made in regard to the pensions of educational officers," the Secretary of State lays down that, "in the case of educational officers who may enter the service after having attained the age of 25, periods of service of 12, 22, and 27 years shall be substituted for the periods of 15, 25, and 30 years." And again in the last paragraph it is stated, "the rules laid down in this despatch will consequently apply only to officers of the Educational Department." The concession of short service is thus, without qualification, referred to as being granted to all educational officers who entered the service after the age of 25, and hence I have always relied on being entitled to participate in it.

3. If the despatch can be interpreted so as to exclude Directors I submit that it may be worthy of consideration whether this was intended to apply to a Director promoted from the grade of Principal of a high school, as in that case promotion would entail the penalty of forfeiting the short service concession made to the Junior grades.

4. Under these circumstances, I would respectfully but earnestly pray for a re-consideration of the interpretation of the rule which requires that all the 12 or 22 years should have been passed in the grades of Inspector, Head Master, or Professor. If it be thought desirable that such should be the rule for the future, I pray that it may not be acted on in my case, but that the commonly received view, that the short service privilege appertained to all educational officers, may be adopted.

5. A similar case is not likely to occur again. I was upwards of 40 years of age when I entered the Government service; but, as for 15 years before, I had superintended in native education in Mysore, aided by grants-in-aid from Government, Sir M. Cubbon, the Late Commissioner, wished me to enter the Government educational department soon after its formation. I did so, and after being Principal of the high school for two years, was made Director of Public Instruction in the province.

6. At the close of the present year I shall have completed 15 years' service but as one was spent in England it does not reckon, and my petition is that I may be allowed to retire on pension at the end of the year, under 12 years' rule.

[Fin. — Pen. & Grat. A Progs, July 1872, No. 23.]

APPENDAGE TO ENCLOSURE IN DOCUMENT 104.

Government of India in the Financial Department forward to the Home Department their Proceedings, pertaining to the Civil Pension Code for opinion.

No. 3021, dated 29th April 1872.

Endorsed by the Financial Dept.

FORWARDED to the Home Department for an expression of opinion. The papers recorded in the Financial Department Abstract Proceedings, January 1872, No. 65-27, Pension, accompany.

(Original papers to be returned.)

[Fin. — Pen. & Grat. A Progs, July 1872, No. 24.]

105

Government of India in the Home Department favour the grant of certain privileges regarding pensions to the Directors of Public Instruction.

OFFICE Memorandum from H. Wellesley, Esquire, Officiating Under Secretary to the Government of India, Home Department, to the Secretary to the Government of India, Financial Department, No. 235, dated 7th June, 1872.

In returning to the Financial Department the papers received with its endorsement No. 3021, dated the 29th April last, the undersigned is directed to state, that in the opinion of this Department the privilege conceded in the Secretary of State's Financial despatch No. 290, dated the 23rd December 1865, to the higher officers of the Educational Department, as regards the term of service qualifying for pension, should be extended to Directors of Public Instruction generally.

[Fin. — Pen. & Grat. A Progs, July 1872, No. 25.]

106

Secretary of State for India is requested to accord permission to include Directors of Public Instruction in the list of Educational Officers for purposes of pensionary benefits.

FROM the Government of India to the Secretary of State for India, No. 252, dated 22nd July, 1872.

We have the honor to refer to Your Grace a question which has arisen as to the term of service required to qualify for pension in the case of uncovenanted officers holding the offices of Directors of Public Instruction.

2. In his despatch No. 290, dated 23rd December 1865, the Secretary of State authorised, in the case of officers of the Education Department entering the service after the age of 25, a reduction of three years in the term of service required to qualify for pension. The benefit conceded in that despatch being a continuation of the advantages enjoyed under the old pension rules, we have by a ruling, which appears as Section 61, case (a), of the Civil Pension Code, restricted the application of it to those officers of the Education Department who enjoyed exceptional advantages under the old rules, viz., —

- (1) Inspectors of Schools,
- (2) Principals and Professors of Colleges, and
- (3) Head Masters of Schools and Colleges.

3. Under the rule, as it now stands, a Director of Public Instruction cannot claim the benefit conceded in the despatch of the 23rd December 1865. An Inspector might get a pension after 12, 22 or 27 years' service; but if he were promoted to be a Director, he would have to serve 15, 25, or 30 years before he could be entitled to a pension. The anomaly of such a rule is clear, and we therefore solicit Your Grace's permission to include Directors of Public Instruction in the list in Section 61, case (a), of the Civil Pension Code.

[Fin. — Pen. & Grat. A Progs, July 1872, No. 26.]

107

Secretary of State for India sanctions the proposal regarding Civil Pension Code.

FROM the Secretary of State for India to the Government of India, No. 365, dated 31st August, 1872.

I have considered in Council your letter of the 22nd July 1872, No. 252, recommending that Directors of Public Instruction should be included in the list of Educational Officers* specified in Section 61(a) of the Civil Pension Code, who, entering the service after 25 years of age, and being in other respects qualified, are eligible to pension after 12, 22, and 27 years' service.

2. I see no objection to this proposal, which is accordingly sanctioned.

[Fin. — Pen. & Grat. A Progs, October 1872, No. 31.]

108

Notification by the Government of India in the Financial Department modifying Section 61, case (a) of the Civil Pension Code.

NOTIFICATION by the Government of India, Financial Department, No. 3657, dated 18th October, 1872.

1. With the sanction of the Secretary of State the Governor General in Council is pleased to order the modification of the list of officers in Section 61, case (a), of the Civil Pension Code, as follows:

- (1) Directors of Public Instruction.
- (2) Inspectors of Schools.
- (3) Principals and Professors of Colleges.
- (4) Head Masters of Schools and Colleges.

[Fin. — Pen. & Grat. A Progs, October 1872, No. 32.]

NOTES

1. See Document 68.
2. See Note 18 to Section VII.
3. It made no changes in the existing rules regarding pensionary allowances to public servants in the Civil Departments except that the procedure on application for pension was amended. Rules under the Code were notified on 10 January 1872. *Financial—Pensions and Gratuities A Progs*, January 1872, No. 19.

SECTION X

RANK AND SOCIAL PRECEDENCE OF OFFICERS OF THE
EDUCATION DEPARTMENTS.

[*Documents* 109-112]

Secretary of State for India forwards a copy of a new Warrant of Precedence.

Public,
No. 55.

India Office,
London, 16th June 1862.

TO His Excellency the Right Honourable the Governor General of India in Council.

My Lord,

Para. 1. I forward herewith a copy of a new "Warrant of Precedence" given under Her Majesty's Sign Manual.

2. You will observe that the position assigned in the Warrant to the additional members of the several Councils, who have been appointed under the Indian Councils Act of 1861, is in accordance with the suggestion contained in your letter, dated the 17th of February, No. 12 of 1862.

I have the honor to be,

My Lord,

Your Lordship's most obedient, humble Servant,
C. Wood.

[Despatch (Public) from the Secretary of State for India,
16 June 1862, No. 55.]

ENCLOSURE IN DOCUMENT 109.

New Warrant of Precedence.

Victoria R.

VICTORIA, by the Grace of God, of the United Kingdom of Great Britain and Ireland, Queen, Defender of the Faith.

To all to whom these presents shall come, greeting. Whereas it hath been represented unto Us that it is advisable to regulate the rank and precedence of persons holding appointments in the East Indies.

In order to fix the same, and prevent all disputes, We do hereby declare that it is Our will and pleasure that the following Table be observed with respect to the rank and precedence of the persons hereafter named, viz:

The Governor General and Viceroy, or Governor General and Viceroy for the time being.

The Governor of Bengal.

The Governor of Madras.

The Governor of Bombay.

The Governor of Agra.

The Governor of any Presidency which may be hereafter formed in India.

The President of the Council of the Governor General of India.

The Lieutenant-Governors of any of the Presidencies or Provinces in India, according to priority of appointment.

The Chief Justice, Bengal.

The Bishop of Calcutta.

The Chief Justice, Madras.

The Bishop of Madras.

The Chief Justice, Bombay.

The Bishop of Bombay.

The Commander-in-Chief in India, when also a Member of the Council of the Governor General of India.

Ordinary Members of the Council of the Governor General of India, Ordinary Members of Council, Bengal, according to priority of appointment.

The Commander-in-Chief at Madras, when also a Member of Council.

Ordinary Members of Council at Madras, according to priority of appointment.

The Commander-in-Chief at Bombay, when also a Member of Council.

Ordinary Members of Council at Bombay, according to priority of appointment.

The Puisne Judges of the High Court of Judicature at Calcutta, according to priority of appointment.

The Puisne Judges of the High Court of Judicature at Madras, according to priority of appointment.

The Puisne Judges of the High Court of Judicature at Bombay, according to priority of appointment.

The Governor of the Straits Settlements.

The Commander-in-Chief in India.

The Commander-in-Chief of Her Majesty's Naval Forces.

The Commanders-in-Chief of the Army at the several Presidencies (not being Commander-in-Chief in India), according to relative rank in their respective services.

The Commander-in-Chief of the Indian Navy.

Members appointed to the Council of the Governor General of India, for the purpose of making Laws and Regulations, according to priority of appointment, except in the case of Members who may, on other grounds, be entitled to special precedence.

Members of the Council of the Lieutenant-Governor of Bengal, appointed for the purpose of making Laws and Regulations, according to priority of appointment, except in the case of Members who may, on other grounds, be entitled to special precedence.

Members of Council at Madras, appointed for the purpose of making Laws and Regulations, according to priority of appointment, except in the case of Members who may, on other grounds, be entitled to special precedence.

Members of Council at Bombay, appointed for the purpose of making Laws and Regulations, according to priority of appointment, except in the case of Members who may, on other grounds, be entitled to special precedence.

Naval and Military Officers, above the rank of Major General.

Civilians, with reference to their rank and precedence, to be divided into six classes.

Civilians of thirty-five years' standing, from date of rank assigned to them on their arrival, to form Class I, and from date of entering such class to rank with.

Major Generals, according to date of Commission.

Civilians of twenty years' standing, from date of rank assigned to them on their arrival, to form Class II, and from date of entering such class to rank with.

Colonels, according to date of Commission.

Archdeacon	...	...	Calcutta.
Archdeacon	...	...	Madras.
Archdeacon	...	...	Bombay.

Civilians of twelve years' standing, from date of rank assigned to them on their arrival, to form Class III, and from date of entering such class to rank with.

Lieutenant-Colonels, according to date of Commission.

Civilians of eight years' standing, from date of rank assigned to them on their arrival, to form Class IV, and from date of entering such class to rank with.

Majors, according to date of Commission.

Civilians of four years' standing, from date of rank assigned to them on their arrival, to form Class V, and from date of entering such class to rank with.

Captains, according to date of Commission.

Civilians under four years' standing, from date of rank assigned to them on their arrival, to form Class VI, and to rank with.

Subalterns, according to date of Commission.

Advocates General (not being Members of Council for the purpose of making Laws and Regulations) to rank with the first class of Civil Servants.

Administrators General to rank with the second class of Civil Servants.

Chaplains to rank with the fourth class and Majors.

Assistant Chaplains to rank with Civilians of the fifth class and Captains.

All Officers not mentioned in the above Table, whose rank is regulated by comparison with rank in the Army, to have the same rank, with reference to Civil Servants, as is enjoyed by Military Officers of equal grades.

All other persons, who may not be mentioned in this Table, to take rank according to general usage, which is to be explained and determined by the Governor General in Council in case any question shall arise.

Nothing in the foregoing Rules to disturb the existing practice relating to precedence at Native Courts, or on occasions of intercourse with Natives; and the Governor General in Council to be empowered to make Rules for such occasions in case any dispute shall arise.

All Ladies to take place according to the rank assigned to their having precedence in England, independently of their husbands, and respective husbands, with the exception of wives of Peers, and Ladies who are not in rank below the daughters of Barons.

Such Ladies to take place, according to their several ranks, with reference to such precedence in England, immediately after the wives of Members of Council at the Presidencies in India.

Given at our Court at Balmoral this Twenty-first day of May in the Year of our Lord One Thousand Eight Hundred and Sixty-two, and in the Twenty-fifth year of our Reign.

By Her Majesty's Command,
(Sd.) Charles Wood.

[Despatch (Public) from the Secretary of State for India,
16 June 1862, No. 55.]

110

Secretary of State for India forwards 25 copies of a new Warrant of Precedence for publication in the Gazette of India and in the Gazettes of the Local Governments.

PUBLIC DESPATCH TO INDIA

No. 44, dated 31st May 1871.

I forward herewith, with reference to previous correspondence, twenty-five copies of a new Warrant of Precedence, which has been approved by Her Majesty the Queen, and which has received her Royal Sign Manual.

2. I desire that the new Warrant may be published in the *Gazette of India*, and in the *Gazettes of the Local Governments*.

[Selections from Despatches addressed to the Several Governments in India, by the Secretary of State in Council, between the 1st January and 31st December 1871, London, 1872, p. 326.]

ENCLOSURE IN DOCUMENT 110

New Warrant of Precedence

VICTORIA, by the Grace of God, of the United Kingdom of Great Britain and Ireland, Queen, Defender of the Faith.

To all to whom these Presents shall come, greeting, —

Whereas it hath been represented unto Us that it is advisable to regulate the Rank and Precedence of persons holding appointments in the East Indies. In order to fix the same, and prevent all disputes,

we do hereby declare that it is Our will and pleasure that the following Table be observed with respect to the Rank and Precedence of the persons herein-after named, viz.

Governor General and Viceroy of India.
 Governor of Madras.
 Governor of Bombay.
 President of the Council of the Governor General.
 Lieutenant-Governor of Bengal.
 Lieutenant-Governor of North West Provinces.
 Lieutenant-Governor of the Punjab.
 Commander-in-Chief in India, when a Member of Council.
 Chief Justice of Bengal.
 Bishop of Calcutta, Metropolitan of India.
 Chief Justices of Madras, Bombay, and North-Western Provinces.
 Commanders-in-Chief in Madras and Bombay, when also Members of Council.
 Ordinary Members of the Council of the Governor General.
 Bishops of Madras and Bombay.
 Ordinary Members of Council in Madras and Bombay.
 Commander-in-Chief in India, when not a Member of Council.
 Puisne Judges of the High Courts of Calcutta, Madras, Bombay, and North-Western Provinces.
 Commanders-in-Chief, Madras, and Bombay, when not Members of Council.
 Chief Commissioners and Resident at Hyderabad.
 Military Officers above the rank of Major-General.
 Additional Members of the Council of the Governor General when assembled to make laws, &c.
 Commodore commanding Her Majesty's Naval Forces in India.
 Judge Advocate General of India.
 Secretaries to the Government of India.
 Additional Members of the Councils of the Governors of Madras and Bombay when assembled to make laws, &c.
 Members of the Legislative Council of the Lieutenant Governor of Bengal.
 Agents to the Governor General in Rajpootana and Central India.
 Commissioner in Sind.
 Judges of the Chief Court, Punjab.
 Chief Secretaries to the Governments of Madras and Bombay.

First Class

Civilians of 28 years' standing to rank with Major-Generals.

Advocate General, Calcutta.

Residents at Foreign Courts and Residents at Aden, the Persian Gulf, and Bagdad.

Recorders of Moulmein and Rangoon.

Advocates General, Madras and Bombay.

Members of the Boards of Revenue, Bengal, Madras, North-West Provinces.

Secretaries to Local Governments.

Chief Engineer, 1st class.

Comptroller General of Accounts in India.

Directors General, Post Office, Telegraphs, and Irrigation.

Judicial Commissioners, Oude, Central Provinces, Mysore, and Sind.

Financial Commissioners in the Punjab, Oude, and Central Provinces.

Archdeacon of Calcutta.

Secretary to Council of Governor General for making Laws, &c.

Officers Commanding Brigades.

Second Class

Civilians of 20 years' standing ranking with Colonels.

Commissioners of Divisions.

Directors of Public Instruction under Governments.

Private Secretary to Viceroy.

Military Secretary to Viceroy.

Archdeacons of Madras and Bombay.

Surveyor General of India.

Superintendent, Great Trigonometrical Survey.

Sanitary Commissioner with Government of India.

Superintendent of the Geological Survey in India.

Inspector General of Forests in India.

Inspector General of Police. } Under Local Governments.
Registrars General. }

Standing Counsel to Government of India.

Remembrancers of Legal Affairs, and Legal Advisors to the Government in the North-West Provinces and the Punjab.
Commissioners of Revenue Survey, and Settlement.
Chief Engineers, 2nd and 3rd Class, and Superintendents of Irrigation.

Third Class

Civilians of 12 years' standing ranking with Lieutenant-Colonels.

Political Agents.

Under Secretaries to Government of India.

Inspector General of Education, Central Provinces, and Directors General of Education, Oude, British Burmah, Berar, and Mysore.

Officers, 1st Grade, Education Department.

Officers, 1st Grade, Financial Department.

Private Secretaries to Governors.

Military Secretaries to Governors.

First Judges of Presidency Courts of Small Causes.

Chief Magistrates of Presidency Towns.

Administrator General, Calcutta.

Administrators General, Madras and Bombay.

Inspectors General of Jails.

Sanitary Commissioners.

Conservators of Forests.

} Under Local Governments.

Superintending Engineers, 1st Class.

Deputy Directors of Post Office and Telegraphs, and Directors of Traffic and Construction.

Postmasters General.

Senior Chaplains.

Officers, 1st Grade, Geological Survey.

Officers, 2nd Grade, Education Department.

Officers, 2nd Grade, Financial Department.

Superintendents, 1st Grade, Telegraph Department.

Fourth Class.

Civilians of 8 years' standing ranking with Majors.

Assistant Political Agents.

Officers, 2nd Grade, Geological Survey.

Officers, 3rd Grade, Education Department.

Officers, 3rd Grade, Financial Department.

Superintendents, 2nd Grade, Telegraph Department.
Government Solicitors.

Fifth Class.

Civilians of 4 years' standing ranking with Captains.

Junior Chaplains.
Officers, 4th Grade, Education Department.

Sixth Class.

Civilians of less than 4 years' standing to rank with subalterns.

Note I — Commissioners of Divisions within their own Divisions, and Residents and Political Agents within the Limits of their respective charges, to take precedence immediately before Civilians of the first Class.

Note II — Collectors and Magistrates of Districts, and Deputy Commissioners of Districts, and Chief Officer of each Presidency Municipality, to take precedence within their respective charges before the 3rd class and Lieutenant-Colonels in Army.

Sheriffs to rank with their charges immediately after Lieutenant-Colonels in the Army.

All Officers not mentioned in the above table, whose rank is regulated by comparison with rank in the Army, to have the same rank with reference to Civil Servants as is enjoyed by Military Officers of equal grades.

All other persons who may not be mentioned in this table to take rank according to general usage, which is to be explained and determined by the Governor General in Council in case any question shall arise.

Nothing in the foregoing rules to disturb the existing practice relating to precedence at Native Courts, or on occasions of intercourse with Natives; and the Governor General in Council to be empowered to make rules for such occasions in case any dispute shall arise.

All ladies to take place according to the rank herein assigned to their respective husbands, with the exception of wives of Peers, and ladies having precedence in England, independently of their husbands, and who are not in rank below the daughters of Barons; such ladies to take place according to their several ranks, with reference to such precedence in England, immediately after the wives of Members of Council at the Presidencies in India.

Given at our Court at Windsor, this sixth day of May, in the year of our Lord one thousand eight hundred and seventy-one, and in the thirty-fourth year of our Reign.

By Her Majesty's Command.

(Signed) Argyll.

[Selections from Despatches addressed to the Several Governments in India, by the Secretary of State in Council, between the 1st January and 31st December 1871, London, 1872, pp. 326-29.]

111

Members of the Precedence Committee submit a revised Warrant of Precedence and a classified list of civil offices for favour of consideration.

FROM the Members of the Precedence Committee, to the Officiating Secretary to the Government of India, No. 2, dated Simla, the 18th October 1875.

In conformity with the instructions conveyed to us in the Resolution of the Government of India, Home Department, under date the 23rd July last, No. 1231, we have carefully considered the recommendations made by His Excellency the Commander-in-Chief with regard to the existing Warrant of Precedence, together with the papers forwarded to us with the said Resolution suggesting other alterations in that Warrant. We have also given our attention to various letters which since our appointment have been addressed to us on the subject by several of the Local Governments and Administrations. Copies of the letters in question and of the circular in reply to which they were written, together with a Note by our colleague and Secretary Mr. Batten, are enclosed.

2. We now submit for the consideration of the Governor General in Council a revised Warrant and also a classified list of civil offices the incumbents of which may be officers not belonging to the Covenanted Civil or Military Services and are not otherwise included in the Warrant, but who are, in our opinion, entitled to recognition therein. The officers included in this list are referred to in the revised Warrant in the same manner in which the members of the Covenanted Civil Service and the officers of the Army are referred to, who do not hold any of the offices specially mentioned in the Warrant. The inclusion of all officers of the Covenanted Civil and Military Services

in the Warrant of Precedence renders it desirable that all other officers holding a position of equivalent importance should be recognised. The non-recognition of these officers has led to numerous references and remonstrances.

3. The following remarks contain a brief explanation of the changes which we have deemed it advisable to recommend. In the first place we agree in the opinion of His Excellency the Commander-in-Chief that the rank assigned in the existing Warrant, and more or less in all previous Warrants, to military officers in relation to civilians is unduly low. Making full allowance for the more advanced age at which civilians enter the service, and for the important character of the duties devolving on them, and taking as a standard the periods of military service required for attaining the several ranks in the Indian staff corps, we think that in the case of the 5th class a difference of six years, and in the case of the 2nd, 3rd and 4th classes a difference of eight years, will be sufficient. We have accordingly fixed the periods of the service at which civilians should rank with Captains, Majors, Lieutenant-Colonels and Colonels, respectively, at 6, 12, 18 and 23 instead of 4, 8, 12 and 20 years. As the period at which a military officer attains the rank of Major-General is uncertain, the rule which we have adopted cannot be applied with precision to that rank; but we consider that the justice of the case will be met by requiring civilians to serve for 31 years,—the period of service at which an officer of the staff corps attains the rank of Colonel — before ranking with Major-Generals. At present they have to serve only 28 years. We have made some alterations in the special class which precedes the numbered classes in the Warrant. We think that the Lieutenant-Governors, while retaining, when in their own Provinces, the precedence at present assigned to them, should not take precedence elsewhere of the Commander-in-Chief in India when a Member of Council. Our view is that in this country it is of importance that great weight and consideration should be given to officers holding high military commands, and that wherever it is possible the chief military authority of a Province should take rank next to the chief civil authority. We have accordingly placed the Commander-in-Chief at Madras and Bombay next in rank to the Governors of those Presidencies. We consider that the Members of the Government of India should take precedence of all functionaries connected with the Local Governments except the Governors and Lieutenant-Governors; and we have, therefore, placed the Ordinary Members of the Council of the Governor General above the Commanders-in-Chief in Madras and Bombay, and also above the Chief Justices in those Presidencies and in the North-Western Provinces. We have assigned to the Naval Commander-in-Chief a place next to the Commander-in-Chief in India when not a Member of Council. Considering the very

important functions which devolve upon the Chief Commissioners of Provinces and the Resident at Haiderabad, we think that they should rank before the Puisne Judges of the High Courts. On similar grounds we have placed the Agents to the Governor General in Rajputana and Central India and the Commissioner in Sind above the Members of the local Legislative Councils. We have entered in this special class the Vice-Chancellors of Universities—an important and dignified office which, we think, should be duly recognised in the Warrant.

4. In the 1st class we have placed the Commissioners of Revenue and Customs in Bombay and the Financial Commissioner in the Punjab in the same rank with the Members of the Board of Revenue in Bengal, Madras and the North-Western Provinces, the duties and responsibilities of these Commissioners being quite on a level with those of the Members of the Boards of Revenue. To the Surveyor General of India and to the Archdeacons of Madras and Bombay we have assigned positions in the 1st class.

5. The changes made in the other classes do not call for special remark further than that we have removed some subordinate offices from the Warrant, leaving the holders to take their rank according to their seniority in the Civil Service or rank in the Army, or according to their position in the supplemental list already referred to, as the case may be. It appears to us that, as a general rule, only the Heads of Departments or of highly important offices should be specially named in the Warrant. We have made a distinction generally between Heads of Departments serving under the Government of India, Local Governments and Local Administrations.

6. In regard to the supplemental list we recommend that the Governor General in Council should be authorized to add to, take from or otherwise alter and amend it from time to time as he may think fit. In deference to the views expressed by the Secretary of State when the last revision of the Warrant took place we have not deemed ourselves at liberty to omit the lower classes included in the present Warrant; but we think it very desirable that the expediency of removing from the Warrant the 5th and 6th classes should be again considered. If this were done, the length of the supplemental list would be materially diminished, and less cause would be given for complaints of exclusion from the Warrant. In our opinion the great change which has taken place in Indian society of late years and the large increase to the non-official community render it very questionable whether any members of the official class below the rank of, or corresponding with that of, a field officer in the Army should have any precedence officially recognised.

7. We desire, in conclusion, to acknowledge the great assistance *which we have received from our colleague and Secretary Mr. Batten*

in collating the information which was requisite to enable us to discharge the duty assigned to us.

[Home — Pub. A Progs, March 1876, No. 363.]

ENCLOSURE IN DOCUMENT 111.

Note on the Table of Precedence for India, by G. H. M. Batten, Esquire, dated the 11th August 1875.

IN Her Majesty's Warrants regulating precedence in India previous to that now in force dated the 6th of May 1871, the list of special offices mentioned was confined to a few of the highest dignity and importance. Then came military and naval officers above the rank of Major-General. Below these came covenanted civilians divided into six classes according to length of service. With them were classed military officers, beginning with Major-Generals, according to military rank, Archdeacons, Chaplains, and Assistant Chaplains, Advocates General, and Administrators General, each of whom were put with one class or other of civilians.

All other officers ranking with military officers were classed accordingly (e.g.) naval officers.

All other persons were ranked according to general usage to be determined by the Governor General in Council.

The latest Warrant prescribed on these principles was dated 21st May 1862.

Soon after the promulgation of this Warrant questions began to arise as to the position of uncovenanted officers holding high official posts not mentioned in the list. The vague direction that they should be ranked according to general usage to be determined by the Governor General in Council did not meet the case as there was no general usage, such officers never having had any rank assigned to them in India. Eventually, in March 1868, the Governor General in Council referred the question of revising the Precedence Table to a committee consisting of the Secretaries in the Foreign, Home and Military Departments, who presented their report in June 1868.

They remarked that "the two main objections to the present scale of precedence are the entire exclusion of uncovenanted officers, many of whom hold very important offices; and secondly, the anomaly by which a military or civil officer of junior standing in his own service who may be holding an appointment of the highest rank might yet rank below his own official subordinates." To remedy this the committee prepared a Table of Precedence on the following principles recommended by them for adoption;

"Rank should be official only, and should be assigned solely according to the importance of the office held, with exception to military officers in military employ, who should take precedence (as now) according to their individual military rank."

In this Table, which contained seven classes, there were no military offices, except those of Commanders-in-Chief and Brigadiers-General. Other military officers down to Majors were ranked according to their military rank in the Army and inserted in their appropriate place amongst the civil offices. On the other hand no civilian was given rank by seniority in the service, but purely according to the office which he held.

A second principle laid down by the committee was that "no rank should be assigned to any officer below the rank of a field officer, or who does not occupy a civil appointment of at least equivalent importance." The object of the committee in thus limiting the list was to avoid the difficulty of giving a place in the Precedence Table to officers of Government of lower position, while none could be given to the non-official classes.

The committee further recommended that "junior officers of the military and Covenanted Civil Services may *inter se* take precedence as at present, but should enjoy no substantive relative rank or general social precedence."

The Table prepared by the committee and finally revised by the Government of India who accepted the principles advocated by the committee, was forwarded to the Secretary of State for approval in June 1869. Each entry in the Table was numbered.

In July 1870 the Secretary of State replied to the Government of India forwarding for remarks a draft of a revised Table of official precedence.

This revised Table differed considerably from that sent home by the Government of India. In the first place the Secretary of State restored the old six classes of civil servants divided according to the length of service with the corresponding military ranks, the only difference being that whereas formerly civilians of 35 years' standing ranked with Major-Generals, in the new Table civilians of 28 years' service were made so to rank. Secondly, the Secretary of State omitted from the draft Table a large number of the offices which had been included in the Table recommended by the Government of India. Reverting to the old plan, he placed above these six classes certain offices of high dignity and importance which had been entered in the first two classes, together with a few in the third class of the Government of India's Table. The remaining offices, with the addition of a few omitted by the Government of India, were entirely re-arranged

and grouped with the six classes above-mentioned. Commissioners of Divisions, Residents and Political Agents were given a special local precedence within the limits of their own charges. The numbering of the entries in the Table was omitted.

The draft Table of the Secretary of State thus extended throughout the Covenanted Civil Service two rules for rank for every member holding an office mentioned in the Table — one that of seniority, and the other that of official position. The Government of India in their proposed Table had done the same for the military service in the case of military officers holding any of the offices mentioned in that Table. By the omission of several of the offices included in the Government of India's Table, the Secretary of State's Table left the old difficulty as to the position of uncovenanted officers holding any of those offices exactly where it was before and by including civilians and military officers below the rank of Major, without including any offices of corresponding importance, this difficulty, which had been avoided by the Government of India, remained in respect of uncovenanted officers holding any of these offices. Finally, by the omission of the numbering of the entries an ambiguity was introduced as to how the persons in the same class should rank *inter se*.

The Government of India confined its remarks on the Secretary of State's draft Table to the advocating the reinsertion of a few of the offices which had been struck from their Table and to an alteration of the position of one or two of the entries.

They also suggested that Collectors and Magistrates of districts and the chief officer of each Presidency Municipality should have special local precedence within their respective charges, and that Sheriffs should have also a certain local precedence.

All these recommendations of the Government of India were accepted by the Secretary of State, and the result was the Warrant of the 6th May 1871 now in force.

Since the promulgation of this Warrant numerous references have been made to the Government of India on the subject of precedence.

They may be grouped as follows :

- (a) representations regarding omissions of certain offices from the Table;
- (b) representations regarding the place assigned to certain offices in the Table;
- (c) representations of the anomalies and inconveniences alleged to have resulted from the precedence given to offices over rank, and of the high position given to covenanted civilians by seniority relative to that given to military officers by rank; and

- (d) representations of ambiguities in the interpretation of the Table.

With respect to (a) it may be said that some of the omissions of the civil offices were due to the action of the Secretary of State in cutting out of the Table proposed by the Government of India a great many offices and in extending the Table to the lower classes of civil and military officers without including offices of corresponding importance. These representations have been made, not only in behalf of uncovenanted officers, but also of military officers holding both military staff and civil appointments. The alleged inconveniences can only be removed by the insertion of these offices in the Table, or in respect of the lower offices by the excision of the lower classes of civil and military officers as originally proposed by the Government of India, leaving those civil and military officers to rank only *inter se* without any rank relative to other persons. The Secretary of State (the Duke of Argyll), in inserting the whole six classes of civilians with the corresponding military ranks, observed: "I cannot see any reason for abolishing these classes, none indeed has been assigned, and I consider that no Table of Precedence for India can be of any use in which an arrangement of this kind does not appear."

The present Committee of Precedence will probably have no difficulty in settling the question raised in representations (b).

The representations (c) are directed against the principles on which the present Table of Precedence has been drawn up. They have been made chiefly by the military authorities, who have complained, not only of the general rank given to civilians by seniority in relation to military rank as unduly favouring the civilians, but have pointed out that the subordination of military rank to civil official position has further injured the military service. Instances are given of this, such as the precedence given to a civil Commissioner in his division over the general officer commanding the entire Province, and the precedence given to a Captain who temporarily officiating as Military Secretary to a Local Government over the Brigadier-General Commanding the Force to which the Captain belonged. There are many cases also in which military rank and official status clash in the cases of two military officers holding civil appointments in the same department, the subordinate officer in the department holding a higher military rank than his official superior. In some of these cases the military rank is given the precedence owing to the omission of the offices from the Table; in others the official superior is given by the Table of Precedence over his superior military rank; and a similar difficulty occurs when one officer is a civilian and the other a military officer in the same department.

It will have been observed that the importation of the offices into the Table of Precedence below those of the highest dignity of importance arose entirely from the fact that many of these offices are held by uncovenanted servants of Government whose position is equal in importance that of the military and civil servants. These latter are given rank from the mere fact of being in the Military and Covenanted Civil Services, and, independent of office, such rank is classed by military rank in the one case and by length of service in the other. But in the case of gentlemen in the Uncovenanted Service it seems difficult to devise a seniority system which shall have relation to military rank and length of service in the Covenanted Service. Moreover, a seniority system of precedence is open to the objection taken by the last committee, that a junior officer who may be holding an appointment of the highest rank might yet rank below his own official subordinate which corresponds to the objection to a system of precedence by offices under which a junior officer by virtue of his office may be ranked above one who is far his senior in military rank or length of service. The last committee strove to cut this Gordian knot in the case of the lower ranks and offices by omitting them altogether, but the Secretary of State would not accept this solution of the question, and it was not applied even by the committee to junior military officers and covenanted civilians *inter se*.

The ambiguities (d) in the present Table of Precedence complained of chiefly relate to the position of officers in the same class *inter se*. This ambiguity was introduced by the omission of the numbering of the entries. Another instance is the doubt as to the meaning of the words "Secretaries of Local Governments", first, it is questioned whether Secretaries include not only the principal Civil Secretary, but also the Military Secretary and the Public Works, and other Secretaries who hold separate appointments and have recently been made ex-officio Secretaries; and secondly, whether "Local Governments" include "Administrations", as they do by law.

One point has apparently been overlooked in some of the discussions on the Table of Precedence, namely, the existence of the following clause imported from the previous Table: "Nothing in the foregoing rules to disturb the existing practice relating to precedence at Native Courts, or on occasions of intercourse with the Natives; and the Governor General in Council to be empowered to make rules for such occasions in case any dispute shall arise." It would thus appear that at durbars the Governor General in Council may ignore the Table of Precedence and make special rules. But it has been assumed in some of the correspondence that the Table of Precedence must strictly apply at durbars and would then give rise to difficulties.

112

Secretary of State for India forwards 100 copies of a new Warrant of Precedence for publishing in the Gazette of India and in those of the Local Governments.

PUBLIC DESPATCH TO INDIA

No. 130, dated 14th December 1876.

I forward herewith, with reference to the Despatch from your Predecessor in Council, dated the 31st of March last, No. 18, and the Despatch of your Excellency in Council, dated the 11th of September last, No. 57, one hundred copies of a new Warrant of Precedence which has been approved by Her Majesty the Queen, and which has received her Royal Sign Manual.

2. I desire that the new Warrant may be published in the Gazette of India, and in the Gazettes of the Local Governments.

[Selections from Despatches addressed to the Several Governments in India, by the Secretary of State in Council, between the 1st January and 31st December 1876, London, 1877, p. 266.]

ENCLOSURE IN DOCUMENT 112

New Warrant of Precedence

(Signed) Victoria Reg. & I.

VICTORIA, by the grace of God, of the United Kingdom of Great Britain and Ireland Queen, Defender of the Faith, Empress of India, —

To all to whom these presents shall come, greeting.

Whereas it hath been represented unto Us that it is advisable that the rank and precedence of persons holding appointments in the East Indies, as regulated by our Royal Warrant, dated the 6th of May 1871, should be altered in manner herein-after mentioned, We do therefore hereby declare that it is Our Will and Pleasure, notwithstanding anything in Our said Warrant contained, that the following Table be henceforth observed with respect to the rank and precedence of the persons herein-after named, Viz. :—

1. Governor General and Viceroy of India.
2. Governors of Madras and Bombay.
3. President of the Council of the Governor General.

4. Lieutenant-Governor of Bengal, the North-Western Provinces, and the Punjab.
5. Commander-in-Chief in India.
6. Lieutenant-Governor of Bengal, the North-Western Provinces, and the Punjab. (Sic.)
7. Chief Justice of Bengal.
8. Bishop of Calcutta, Metropolitan of India.
9. Ordinary Members of the Council of the Governor General.
10. Commanders-in-Chief in Madras and Bombay.
11. Commander-in-Chief of Her Majesty's Naval Forces in India, unless senior in relative rank to the Commander-in-Chief of Madras and Bombay, in which case he will take the precedence.
12. Chief Justices of Madras, Bombay, and the North-Western Provinces.
13. Bishops of Madras and Bombay.
14. Ordinary Members of Council in Madras and Bombay.
15. Chief Commissioners and Resident at Hyderabad, and Agents to the Governor General in Rajputana, Central India, and Baroda.
16. Puisne Judges of the High Courts of Calcutta, Madras, Bombay, and the North-Western Provinces.
17. Military Officers above the rank of Major-General.
18. Additional Members of the Council of the Governor General, when assembled to make Laws, &c.
19. Secretaries to the Government of India.
20. Commissioner in Sind.
21. Judges of the Chief Court, Punjab.
22. Additional Members of the Councils of the Governors of Madras and Bombay, when assembled to make Laws, &c.
23. Chief Secretaries to the Governments of Madras and Bombay.
24. Members of the Legislative Council of the Lieutenant-Governor of Bengal.
25. Vice-Chancellors of Indian Universities.

FIRST CLASS

26. Civilians of 31 years' standing and Major-Generals.
27. Advocate-General, Calcutta.
28. Advocates-General, Madras and Bombay.
29. Members of the Boards of Revenue, Madras, Bengal, and the North-Western Provinces, and Commissioners of Revenue and Customs, Bombay.

30. Financial Commissioner, Punjab.
31. Judicial Commissioners, and the Recorder of Rangoon.
32. Comptroller-General of Accounts in India.
33. Commissioners of Divisions within their own Divisions, and Residents, Political Agents, and Superintendents on pay of Rs. 2,000 per mensem or more (not being collectors or Deputy Commissioners of British Districts), within their own charges.
34. Civil and Military Secretaries to Governments, Madras and Bombay, and Civil Secretaries to Governments, Bengal, North-Western Provinces, and Punjab.
35. Surveyor-General of India, and Directors-General of the Post Office and of Telegraphs.
36. Chief Engineers, Ist Class.
37. Archdeacons of Calcutta, Madras and Bombay.
38. Brigadiers-General.

SECOND CLASS

39. Civilians of 23 years' standing and Colonels.
40. Commissioners of Divisions and Commissioner of Police, Calcutta.
41. Private Secretary to the Viceroy.
42. Residents, Political Agents, and Superintendents on pay of Rs. 2,000 per mensem or more (not being Collectors or Deputy Commissioners of British Districts).
43. Superintendent, Great Trigonometrical Survey.
44. Commissioner of Inland Customs.
45. Sanitary Commissioner with the Government of India.
46. Superintendent of the Geological Survey.
47. Inspector-General of Forests in India.
48. Standing Counsel to the Government of India.
49. Military Accountant-General.
50. Directors of Public Instruction under Local Governments.
51. Accountants-General for Local Governments.
52. Inspectors-General of Police under Local Governments.
53. Director of Revenue Settlement and Superintendent of Revenue Survey, Madras; Survey and Settlement Commissioners, Bombay; Commissioner of Settlements, Punjab.
54. Remembrancers of Legal Affairs and Government Advocates in North-Western Provinces, the Punjab, and British Burma.

55. Consulting Engineers of the Government of India for Guaranteed Railways, Calcutta and Lahore, and Chief Engineers, Second and Third Classes, under Local Governments.
56. District and Sessions Judges, Collectors and Magistrates of Districts, Deputy Commissioners of Districts, Deputy Superintendent of Port Blair, and the Chief Officer of each Presidency Municipality, within their respective Charges.
57. Officers in the First Class, Graded List of Civil offices not reserved for Members of the Covenanted Civil Service.

THIRD CLASS

58. Civilians of 18 years' standing and Lieutenant-Colonels.
59. Political Agents and Superintendents on pay of Rs. 1,000 per mensem, but less than Rs. 2,000 (not being Collectors or Deputy Commissioners of British Districts), within their own charges.
60. Military Secretary to the Government, Punjab, and Civil Secretaries to Local Administrations.
61. Private Secretaries to Governors.
62. Directors of Public Instruction under Local Administrations.
63. Administrators-General, Calcutta, Madras, and Bombay.
64. Inspectors-General of Jails and of Registration, Sanitary Commissioners, Inspectors and Conservators of Forests under Local Governments, and Postmasters-General.
65. Accountants-General for Local Administrations.
66. Consulting Engineer to the Government of India for Guaranteed Railways, Lucknow, and Chief and Superintending Engineers when Secretaries to Local Administrations or to Agents to the Governor General.
67. Inspectors-General of Police under Local Administrations.
68. Senior Chaplains.
69. Superintendent of Marine, Bombay.
70. Master Attendants.
71. Sheriffs within their own charges.
72. Officers in the Second Class, Graded List of Civil offices not reserved for Members of the Covenanted Civil Service.

FOURTH CLASS

73. Civilians of 12 years' standing and Majors.
74. Political Agents and Superintendents on pay less than Rs. 1,000 per mensem, within their own charges.
75. Government Solicitors.

76. Inspectors-General of Jails and of Registration, Sanitary Commissioners, and Conservators of Forests under Local Administrations.
77. Officers in the Third Class, Graded List of Civil offices not reserved for Members of the Covenanted Civil Service.

Officers in the above table will take precedence in order of the numbers of the entries. Those included in one number will take precedence *inter se* according to the date of entry into that number.

When an officer holds more than one position in the table he will be entitled to the highest position accorded to him.

Officers who are temporarily officiating in any number in the table will rank in that number below permanent incumbents.

All officers not mentioned in the above table, whose rank is regulated by comparison with rank in the Army, to have the same rank with reference to civil servants as is enjoyed by Military Officers of equal grades.

All other persons who may not be mentioned in this table to take rank according to general usage, which is to be explained and determined by the Governor General in Council in case any question shall arise.

Nothing in the foregoing Rules to disturb the existing practice relating to precedence at Native Courts, or on occasions of intercourse with Natives, and the Governor General in Council to be empowered to make rules for such occasions in case any dispute shall arise.

All ladies to take place according to the rank herein assigned to their respective husbands, with the exception of wives of Peers, and of ladies having precedence in England independently of their husbands, and who are not in rank below the daughters of Barons, such ladies to take place according to their several ranks, with reference to such precedence in England, immediately after the wives of Members of Council at the Presidencies in India.

Given at Our Court at Balmoral, this eighteenth day of October, in the year of our Lord one thousand eight hundred and seventy-six, and in the Fortieth Year of Our Reign.

By Her Majesty's Command.
(Signed) Salisbury.

[Selections from Despatches addressed to the Several Governments in India, by the Secretary of State in Council, between the 1st January and 31st December 1876, London, 1877, pp. 266-8.]

NOTES

1. It suggests that additional members of the various Councils should be placed before the Commander-in-Chief of the Army at the several Presidencies according to relative rank in their respective services.
2. It appoints a Committee under the Presidentship of Sir A. J. Arbuthnot to consider certain recommendations of the Commander-in-Chief with regard to the existing Warrant of Precedence together with other suggestions made since the publication of the Warrant in 1871 and to prepare a revised Warrant. See *Home — Pub. A Progs*, July 1875, No. 207.
3. It refers to the views of the Secretary of State for India that the Table of Precedence should take for its foundation the six classes of civil servants, graduated in accordance with military rank.

See *Home — Pub. A Progs*, 8 October 1870, No. 108.

SECTION XI

GRADED OFFICERS OF THE EDUCATION DEPARTMENTS AS IN
1879.

[*Documents* 113-128]

Local Governments asked to furnish the list of Graded Officers of the Educational Services in India as desired by the Secretary of State for India.

FROM Her Majesty's Secretary of State for India to His Excellency the Right Honourable the Governor General of India in Council, No. 2, dated India Office, London, the 2nd May 1878.

* * * *

6. I take this opportunity of requesting that Your Lordship in Council will furnish me with copies of the list of graded officers of the Educational Services throughout India, shewing the advantages which are attached to the classes of appointment in question.

[No. 1077, dated Simla, the 21st June 1878. Endorsed by the Financial Department. Copy forwarded to the Home Department in continuation of No. 1138, dated 22nd February 1878, for information and issue of necessary orders with reference to para. 6.]

No. 3-172 to 181

Dated Simla, the 11th July 1878. Endorsed by the Home Department.

Extract, para. 6, forwarded to Local Governments and Administrations for compliance at an early date, and with a request that any remarks which may be necessary to the clear understanding of the position and prospects of the officers of the Educational Department may be submitted with the list.

[Home — Edn A Progs, July 1878, Nos. 29-31.]

Government of Madras forward to the Government of India a list of Graded Officers of the Educational Department.

FROM C. G. Master, Esquire, Acting Chief Secretary to the Government of Madras to the Officiating Secretary to the Government of India, No. 453, dated Ootacamund, the 14th October 1878.

With reference to the Secretary of State's requisition communicated with your No. 3-172, dated the 11th July 1878, I am directed to forward a list of the graded officers of the Educational Department in this Presidency which show the position and prospects of the officers of the Department.

[Home — Edn A Progs, June 1879, No. 16.]

ENCLOSURE IN DOCUMENT 114
List of Graded Officers in the Educational Department of the Madras Presidency.

	Scale sanctioned by the Secretary of State.			Scale adopted in Madras and now in force.			Remarks
	Number	Minimum	Maximum	Number	Minimum	Maximum	
							Years for reaching maximum
Director of Public Instruction	1	Rs. 2,000	Rs. 2,250	1	Rs. 2,000	Rs. 2,250	The Director of Public Instruction is entitled to travelling allowance at 8 as a mile and Rs. 4 a day when halting.
Inspector, 1st grade	1	1,250	1,500	1	1,000	1,250	
Presidency College Principal	2	1,000	1,250	1	1,000	1,250	
Inspector, 2nd Grade		1,000	1,250	2	800	1,000	
		750	1,000		800	1,000	
Inspectors	6	750	1,000	2 (3rd Class)	700	800	No halt to exceed ten days.
Combaconum College Principal		750	1,000	1 (4th class)	700	800	Inspector of schools ditto
Rajahmundry ditto		700	800		600	700	Inspectors of Schools travelling in the hill tracts of Ganjam get double allowance.
Presidency College Professors		750	1,000	2	700	800	
		500	750		700	800	
		500	750		500	700	
Professor (Vernacular Literature)	5	500	750	4	500	700	
One extra Inspector of Schools		500	750		500	700	
		500	750	1	300	500	

Note:— Application is about to be made to the Government of India for sanction to adopt the Secretary of State's scale in its entirety.

C. G. Master,
 Acting Chief Secretary to the Govt. of Madras
 [Home — Edn., A Progs, June 1879, No. 17.]

115

Government of Madras seek permission for the adoption of the scale of salaries for the Graded Officers of the Educational Department as approved by the Secretary of State for India in his Financial Despatch No. 219 dated 24th June 1869.

FROM C. G. Master, Esquire, Acting Chief Secretary to the Government of Madras to the Officiating Secretary to the Government of India, No. 454, dated Ootacamund, the 14th October 1878.

With your letter dated 22nd July 1870, No. 382 (Educational), was forwarded, for the information of this Government, a resolution of the Government of India dated 13th July 1870, No. 1831 (Financial), communicating the sanction of the Secretary of State to an increased scale of salaries for the graded officers of the Educational Department in the several Presidencies. The monthly aggregate of the salaries so sanctioned for this Presidency ranged from a minimum of Rs. 11,500 to a maximum of Rs. 15,000.

2. With the letter from this Government to you dated 14th August 1871, No. 232A, (Educational), was forwarded the resolution of this Government of same date intimating the rates of pay within the above sanction which, with reference to the funds at their disposal, they had resolved to adopt, the aggregate monthly minimum being Rs. 10,600 and the maximum Rs. 13,150.

3. The difference between the two scales was thus a minimum of Rs. 900 monthly and a maximum of Rs. 1,850, or Rs. 10,800 minimum and Rs. 22,200 maximum yearly, respectively. The saving thus proposed to be secured has not practically been attained in full for the salary of the Principal of the Combaconum College has in the interval been raised to the maximum sanctioned by the Secretary of State in favour of Mr. Porter, and an increase as a personal allowance was also sanctioned in the case of the Professor of Mathematics, Mr. Evans, beyond what the Madras scale provided; and this Government cannot but admit the serious difficulty which the difference of scale in this Presidency as compared with others interposes in the way of recruiting the Educational Department in Madras by appointments of competent men from England as vacancies occur by superannuation or otherwise.

4. The importance of the subject as regards the provision of competent officers for the higher educational posts has very strongly impressed itself upon the Government, while the hardships to which the existing incumbents are exposed by allowances inadequate to

meet the narrowest requirements of educated gentlemen with families to support and bring up in England have been very painfully forced on the consideration of Government by circumstances recently brought to their knowledge.

5. His Grace the Governor in Council has given the subject his very careful consideration, and has come to the conclusion that the pecuniary saving effected is far more than counterbalanced by the disadvantages to which it exposes education in Madras as regards a competent staff, and by the reasonable dissatisfaction and brooding feeling of inferiority it excites in the minds of the existing officers of the Department, most of whom have done long and good service to the State, while His Grace in Council is of opinion that the reduction made in the sanctioned scale is not dictated by the financial position of this Presidency.

6. His Grace the Governor in Council therefore directs me to request that the Government of India will sanction the adoption by this Government in its integrity of the scale of salaries for the graded officers of the Educational Department which was approved by the Secretary of State in his Financial despatch No. 219, dated 24th June 1869, and to which effect has been given in all the other Provinces of India. The additional charge will, of course, fall to be borne by Provincial, and this Government feel it to be their duty to provide for it.

[Home — Edn A Progs, June 1879, No. 18.]

116

Government of India request the Government of Madras to submit a statement indicating the present and proposed scales of Graded Officers as sanctioned in 1869 and also of those proposed now.

FROM R. H. Hollingbery, Esquire, Assistant Secretary to the Government of India, Financial Department, to the Chief Secretary to the Government of Madras, No. 20, dated Fort William, the 6th January 1879.

Referring to your letter to the Government of India in the Home Department, No. 454, dated 14th October 1878, soliciting permission to the adoption of the scale of salaries sanctioned in 1869 for the graded officers of the Educational Department, I am directed to request that, with the permission of His Excellency the Governor in Council, you will be good enough to furnish this Department with a

statement showing the present and proposed scales as sanctioned in 1869 in juxtaposition with the present and proposed scales which are involved in the present reference.

[Home — Edn A Progs, June 1879, No. 19.]

117

Government of Madras forward to the Government of India the requisite statement.

FROM C. G. Master, Esquire, Acting Chief Secretary to the Government of Fort St. George, to the Secretary to the Government of India, Financial Department, No. 10, dated 14th January 1879.

As requested in your letter, dated the 6th January 1879, No. 20, I am directed to forward a statement showing the present and proposed scales of salaries of graded officers in this Presidency as sanctioned in 1869, and as proposed now.

[Home — Edn., A Progs, June 1879, No. 20.]

ENCLOSURE IN

*Statement of present and proposed scales of salaries of graded
sanctioned in 1869, and*

1869									
Present Scale					Proposed Scale				
	Number	Minimum	Maximum	Years for reaching maximum		Number	Minimum	Maximum	Years for reaching maximum
		Rs.	Rs.				Rs.	Rs.	
Director of Public Instruction	1	2,000	2,000	..	1	2,000	2,250		5
Inspector, 1st Grade	2	1,000	1,250	5	1	1,250	1,500	3	
Presidency College, Principal		1,000	1,250	5	2	1,000	1,250		
Inspector, 2nd Grade	1	800	800			1,000	1,250		
Inspectors	3	700	700			750	1,000	4	
		700	700			750	1,000		
Combaconum College, Principal	1	700	700		5	750	1,000		
Rajamundry College, Principal	—	—	—			750	1,000		
Presidency College, Professors	4	500	600	5	5	750	1,000	5	
		500	600			500	750		
Professor (Vernacular Literature)	1	400	500	..		500	750		
One Extra Inspector of schools	1	350	350	..		500	750		

DOCUMENT 117

*officers of the Educational Department in this Presidency as
as proposed now.*

1878							
Scale adopted in Madras and now in force.				Scale sanctioned by the Secretary of State and Proposed to be adopted.			
Number	Minimum	Maximum	Years for reaching maximum	Number	Minimum	Maximum	Years for reaching maximum
	Rs.	Rs.			Rs.	Rs.	
1	2,000	2,250	5	1	2,000	2,250	5
1	1,000	1,250		1	1,250	1,500	3
1	1,000	1,250		2	1,000	1,250	
2	800	1,000		2	1,000	1,250	
2-3rd class	800	1,000	5	2	750	1,000	4
	700	800		2	750	1,000	
1-4th class	700	800		2	750	1,000	
	600	700		2	750	1,000	
2	700	800	5	2	700	800	5
	700	800		5	750	1,000	
4	500	700		5	500	750	
	500	700		5	500	750	
1	300	500	5	5	500	750	5

C. G. Master

Acting Chief Secretary to Government, Fort St. George.

[Home — Edn., A Progs, June 1879, No. 21.]

118

Government of Bombay forward to the Government of India copy of a letter from the Director of Public Instruction, enclosing a list of Graded Officers.

FROM C. Gonne, Esquire, Secretary to the Government of Bombay, Educational Department, to the Offg. Secretary to the Government of India, No. 1152, dated Bombay Castle, the 26th September 1878.

I am directed to acknowledge the receipt of your office memorandum No. 3-173 of 11th July last, and in reply to forward the accompanying copy of a letter from the Director of Public Instruction No. 2452 of 10th instant, with enclosure, containing the information required by the Government of India regarding the graded officers of the educational service in this Presidency.

[Home — Edn A Progs, June 1879, No. 22.]

ENCLOSURE IN DOCUMENT 118

Acting Director of Public Instruction, Bombay forwards to the Government of Bombay a list of Graded Officers together with his remarks.

FROM Colonel T. Waddington, Acting Director of Public Instruction to the Secretary to the Government of Bombay, Educational Department, No. 2452, dated Poona, the 10th September 1878.

I have the honour to forward the list of graded educational officers of this Department (called for in your No. 891 of 22nd July 1878) as the same stood on the 1st instant, and to submit the following remarks on the advantages attached to each class of appointment, and on the position and prospects of the officers of each grade.

2. Taking, first, the lowest grade, the 4th, the six officers composing it enter on a salary of Rs. 500, rising by yearly increments of Rs. 50 to Rs. 750. While in this grade they are eligible for acting appointments in higher grades, either professorial or inspecting, and in practice, are so elected without reference to their permanent appointments, *e.g.*, Mr. Kirkham, of the 4th grade, holding a permanent appointment as a Professor, is acting as an Inspector in the 2nd grade. Officers of the 4th grade, however, rise to the 3rd grade, when permanent vacancies occur, strictly by seniority, and without reference to the appointments they hold. Should an interval elapse

between their attainment of the highest pay in the 4th grade and the occurrence of a vacancy in the 3rd, such interval in excess of one year is allowed to count towards increased pay in their new grade.

3. Coming next to the 3rd grade, the officers composing it enter on a salary of Rs. 750 (or more, as shewn at close of paragraph 2), rising by yearly increments of Rs. 50 to Rs. 1,000. Unless specially selected, they do not rise beyond it, and they are liable to supersession by officers below them in the same grade, and even in the case of acting appointments by officers of the 4th grade, or not graded at all. Such cases occur in practice, Mr. Russell having been superseded on several occasions. They may, however, be selected for promotion, and in that case rise to the Higher grades without reference to the appointments they hold.

4. The officers of the 2nd grade enter it at Rs. 1,000, and rise by yearly increments of Rs. 50 to Rs. 1,250. They are eligible for promotion to the higher grades or the Directorship on the occurrence of a vacancy, and this without reference to the appointments they themselves hold, or the nature of the vacancy, e.g., Dr. Cooke, Principal of a College in the 2nd grade, acts in the 1st grade on a vacancy caused by the temporary promotion of an Inspector.

5. The officers of the 1st grade enter that grade on Rs. 1,250 and rise to Rs. 1,500; they are eligible for promotion to the Directorship, and, in practice, are so appointed.

ANNEXURE TO THE ENCLOSURE IN DOCUMENT 118

A List of Graded Officers in the Bombay Educational Department, as the same stood on the 1st September 1878

No.	Name.	Degrees and University.	Appointments.	Length of Service.	Acting appointments.	Remarks.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	K. M. Chatfield	M.A., Oxford	Director of Public Instruction	Y. M. D. .. 12 6 3	..	on leave to Europe 7½ months.
1	Colonel T. Waddington	..	Two Appointments in 1st Grade — Rs. 1,250 to Rs. 1,500 Educational Inspector, C.D.	15 6 1	Acting Director of Public Instruction	Mr. T. Cooke acting in the 1st grade for Colonel T. Waddington.
2	W. Wordsworth	B.A. Oxford	Principal and Professor of History and Political Economy, Elphinstone College	16 10 26	..	On two years' furlough to Europe.
1	J. G. Buhler	Ph.D., Göttingen	Four Appointments in the 2nd grade Rs. 1,000 to Rs. 1,250 Educational Inspector, Northern Division	15 6 10	..	T. B. Kirkham, acting in the 2nd grade for him.
2	T. Cooke	M.A., M.I., LL.D., Dublin.	Principal, Poona Civil Engineering College	13 1 20	..	

ANNEXURE TO THE ENCLOSURE IN DOCUMENT 118 — (contd.)

(1)	(2)	(3)	(4)	(5)	(6)	(7)
3	R. G. Oxenham	M.A.	Principal, and Professor of English Literature, Deccan College	14 11 2	..	On one year furlough to Europe.
4	Chester Mackaghten	M.A., Cambridge	Principal, Raj Kumar College	7 7 20	..	Lately added to the graded list.
<i>Five appointments in the 3rd grade — Rs 750 to Rs. 1,000.</i>						
1	W. A. Russell	M. A., Oxford	Educational Inspector, Southern Division	17 9 12		On one year's furlough to Europe.
2	Rao Bahadur Keru Lakshuman Chatre	None	Professor of Mathematics, Deccan College	26 4 0		
3	F. Kielhorn	Ph.D., Leipsic	Professor of Oriental Languages, Deccan College	12 6 2	Acting Principal, Deccan College (2nd grade).	F. G. Selby, acting in the 3rd grade.
4	Samuel Cooke	M.A., L.C.E., Dublin	Professor of Chemistry and Geology, Poona Civil Engineering College	9 8 5	..	On 20 months' furlough to Europe. P. Peterson acting in the 3rd grade for him.
5	J. I. Hathornthwaite	M.A., Cambridge	Professor of Mathematics, Elphinstone College	5 10 28		On 7 months' leave to Europe. J. Scorgie acting in the 3rd grade for him.

ANNEXURE TO THE ENCLOSURE IN DOCUMENT 118 — (contd.)

(1)	(2)	(3)	(4)	(5)	(6)	(7)
<i>Six appointments in the 4th grade—Rs. 500 to Rs. 750</i>						
1	P. Peterson	B. A., Oxford M.A., Edinburgh	Professor of Oriental Languages, Elphinstone College	5 7 30		
2	Edward Giles	B.A., Oxford	Educational Inspector, North-East Division	5 3 16	Acting Educational Inspector, Northern Division, in 2nd grade.	
3	T. B. Kirkham	None	Professor of English Literature, Elphinstone College	16 2 10	Acting Educational Inspector, Central Division, 2nd grade.	
4	J. Scorgie	F.C.E., Aberdeen	Professor of Mechanism and applied Sciences, Poona Civil Engineering College	3 6 25		
5	F. G. Selby	B.A., Oxford	Professor of Logic and Moral Philosophy, Deccan College	1 6 22		
6	M. Macmillan	B.A., Oxford	Professor of Logic and Moral Philosophy, Elphinstone College	0 2 20		

ANNEXURE TO THE ENCLOSURE IN DOCUMENT 118 — (contd.)

(1)	(2)	(3)	(4)	(5)	(6)	(7)
			<i>Acting Officers in the 4th grade</i>	Y. M. D.		
1	H. P. Jacob	None	Principal, Elphinstone High School	11 9 11	Acting Educational Inspector, North-East Division, 3rd grade.	
2	Rao Bahadur Daji Nilkant Nagarkar	None	Professor of Mathematics and Civil Engineering	27 5 0	Acting Professor of Chemistry and Geology, 4th grade.	
3	G. V. Karkar	B.A., Cambridge.	Reporter on the Native Press	5 5 12	Acting Professor of Mathematics, Elphinstone College, Sub <i>pro tem</i> 4th grade.	
4	Rao Saheb Sitaram Vishwanath Patwardhan	B.A., Bombay	Principal, Poona Training College	11 7 18	Acting Educational Inspector, Southern Division, 4th grade.	
5	G. W. Forrest	B.A. Cambridge	Head Master, High School, Surat	5 8 13	Acting Professor of English Literature, Deccan College, 4th grade.	
6	A. Barrett	B.A., Lampeter.	Vice-Principal, Elphinstone High School	13 0 25	Acting Professor of English Literature, Elphinstone College, 4th grade.	

T. Waddington, Colonel,
Acting Director of Public Instruction.

119

Government of Bengal submit to the Government of India copy of a letter from the officiating Director of Public Instruction, enclosing a list of Graded Officers.

FROM H. H. Risley, Esquire, Under Secretary to the Government of Bengal, General Department, to the Secretary to the Government of India, Home Department, No. 2760, dated Calcutta, the 14th August 1878.

With reference to your office endorsement No. 3-174, dated the 11th July 1878, I am directed to submit the accompanying copy of a letter from the officiating Director of Public Instruction, No. 4039, of the 5th instant, together with a list of the graded officers of the Bengal Education Department, shewing, with regard to each officer, the date of his first appointment to the Education Department, the date of his present appointment, and of his appointment to the class in which he now is, and the amount of his present salary. The Lieutenant-Governor, I am to remark, hopes that it will be clearly understood that the rate of promotion of late years in Bengal is due to entirely exceptional causes, and is no guarantee for similar advancement in the future. The publication of statistics of the kind is very likely to lead to misapprehension and disappointment.

[Home — Edn A Progs, June 1879, No. 24.]

ENCLOSURE IN DOCUMENT 119

Officiating Director of Public Instruction, Bengal, forwards to the Government of Bengal, a list of Graded Officers together with his comments.

FROM A. W. Croft, Esquire, M.A., Officiating Director of Public Instruction, Bengal, to the Secretary to the Government of Bengal, General Department, No. 4039, dated Fort William, the 5th August 1878.

In reference to your endorsement No. 2537, dated 25th ultimo, forwarding for report an endorsement from the Government of India, with an enclosure, from the Secretary of State, asking for a list of officers of the educational services throughout India, shewing the advantages attached to the appointments referred to, I have the honour to submit a list of the graded officers of the Bengal Education Department, corrected to the 1st July 1878, shewing, with regard to

each officer, the date of his first appointment to the Education Department, the dates of his present appointment, and of his appointment to the class in which he now is, and the amount of his present salary. The precedence of these officers (excluding those in the 4th class) is determined by the new Warrant of Precedence.

2. It will be seen from the list that the two officers in the 1st class reached their present positions after service of $10\frac{1}{2}$ years, and of 12 years, respectively. Those in the 2nd class (excluding Babu Bhudev Mookerjea, C.I.E., whose service dates from time long antecedent to the establishment of the graded service) have been promoted to that class after an average service of $10\frac{1}{2}$ years. Officers in the 3rd class (excluding, for the reasons stated above, Mr. Hand, who entered the Department in 1840, and excluding also Messrs. Pedler and Watt, who were appointed directly to the 3rd class in 1873) have reached that class after an average service of nearly 8 years. Again, of the 14 officers permanently appointed to the 4th class, 6 have been promoted to officiate in the 3rd class, after an average service of $2\frac{1}{2}$ years in the class below. Excluding the native officers in the 4th class, who have been promoted from the subordinate grades of the Department, all the others have been appointed in 1875 and subsequent years, with the exception of Mr. Stack, who was transferred from the North-Western Provinces.

3. It thus appears that the promotion of educational officers in Bengal has been exceptionally rapid. This is due to the exceptional mortality that has scourged the Department for the last three or four years. The extent of that mortality may be judged from the facts that the senior officer in the 4th class dates from 1874; that five new officers were appointed in 1875, six others in 1876, two again in 1877; and that the four permanent vacancies (including two filled by the temporary appointment of Messrs. Dowding and Wilson) existing on the 1st July 1878 have, at the date of this letter, been increased to six by the death of Mr. Sutcliffe and of Mr. Blochman.

4. It follows, therefore, that the prospects of further promotion which the junior officers enjoy are but slight. When Babu Bhudev Mookerjea and Mr. Hand retire from the service (events which may shortly take place), the senior officer in the graded service will be of only 12 years' standing; while 21, or more than half the list, will be of 4 years' standing and under. The rapid promotion of the last few years will, in fact, be succeeded by a stagnation equally pronounced.

5. It is, perhaps, unnecessary for me to do more than refer to the exhausting character of the work which educational officers have to perform. Besides the labour of addressing large classes continuously for several hours a day, these duties, to be efficiently discharged,

require much preparation at home, and it is found that the leisure enjoyed by an educational officer is but small. He has, it is true, regular vacations; but on the other hand, he is debarred from the privilege leave to which officers in other departments of the public service are entitled; and he is forced to take this holiday, not when he needs it, but at fixed times.

6. Among incidental advantages which officers of the graded service enjoy are, firstly, the prospect of being appointed examiners to the University, which carries with it a fee sometimes amounting to Rs. 1,200 or Rs. 1,400; and, secondly, in a few instances, the prospect of appointment to officers demanding special qualifications, such as that of Meteorological Reporter, of Superintendent of the Botanical Garden, or of Press Commissioner.

7. The original enclosures are returned.

[Home — Edn A Progs, June 1879, No. 25.]

120

Government of the N.-W. Provinces and Oudh forward to the Government of India letter received from the Inspector-General of Schools, enclosing the list of graded officers.

FROM The Secretary to Government, N.-W. Provinces and Oudh, to The Secretary to the Government of India, Home Department (Education), No. 298A, dated Naini Tal, the 30th September, 1878.

Sir,

In reply to your endorsement No. 3-175, dated 11th July last, I am directed to forward the accompanying letter from the Inspector-General of Schools, North-Western Provinces and Oudh, No. 258F, of the 30th idem, and enclosure, being the list of graded officers in the Educational Department of these provinces, for transmission to Her Majesty's Secretary of State for India.

2. Besides the appointments held by officers in the graded service, there is also that of Director of Public Instruction, to which there is attached a salary of Rs. 2,000 per mensem. The present incumbent is Mr. R. Griffith, who was appointed by the Hon'ble East

India Company to a Professorship in Benares College in the year 1853. In 1861 he was appointed Principal on a salary of Rs. 600 per mensem, which was successively increased to Rs. 1,000, Rs. 1,250, and Rs. 1,500. He served in Benares College for more than 24 years, and on the 1st of March of the present year was appointed Inspector-General of Schools with a personal allowance of Rs. 500 per mensem in addition to his former salary. This, since the re-constitution of the Directorship, has now been fixed at a consolidated allowance of Rs. 2,000 per mensem.

3. Mr. Griffith has clearly explained the position of the several officers in the graded list of the Educational service. But with reference to his remarks, I am to add, for the information of His Excellency the Governor-General in Council, the following observations:—

(1) Mr. Griffith speaks of Mr. Constable and Mr. Lloyd as “eligible for appointments in the 1st grade.” There is no material inaccuracy in his remark; but in order to avoid creating the impression that either of these officers has an absolute claim to promotion, His Honor the Lieutenant-Governor and Chief Commissioner would invite attention to the Resolution of the Government of India, Home Department, No. 132, dated 28th March, 1873, in which it is expressly stated that “the merits and responsibilities,” as well as the seniority of officers, may be taken into consideration in awarding promotion. I am to add that this discretionary power has been acted on, on one if not more occasions, by this Government.

(2) In para. 3 of his letter, Mr. Griffith expresses an opinion that Messrs. Wright and Boutflower alone have any grounds for complaint, that their prospects are now less favourable than they were when these officers entered the service. With reference to this, I am to refer the Government of India to the letter from this office No. 96A, of the 3rd April, 1878, forwarding Mr. Boutflower’s memorial. In this letter it was shown that Mr. Boutflower’s prospects are practically as good as they were when he joined the Educational Establishment in these provinces. The same arguments apply to Mr. Wright’s case. The only real injury which these officers could claim to have sustained, in consequence of the recent measures of reduction, was that they had lost the chance of succeeding to the Directorship; and this appointment has lately* been restored. I am to add, however, that in Sir George Couper’s opinion it would have been quite within the competency of this Government, on Mr. Kempson’s retirement, to have sought in the English Universities for a suitable successor, or to have taken him from the ranks of the Covenanted Civil Service. In view, however, of Mr. Griffith’s known ability and long service, His Honor nominated him to the headship of the

No. 300A, dated 30th
September, 1878.

department. The question of how such a vacancy shall in future be filled up is one which calls for no discussion at present.

I have the honor to be,

Sir,

Your most obedient servant,

C. Robertson,

Secretary to Government, N.-W. Provinces and Oudh.

[Home — Edn A Progs, June 1879, No. 26.]

ENCLOSURE IN DOCUMENT 120

Inspector-General of Schools, N.W.P. & Oudh submits to the Government of the N. W. Provinces and Oudh a list of Graded Officers and his remarks thereon.

FROM R. T. H. Griffith, Esquire, Inspector-General of Schools, N.-W.P. & Oudh, to Secretary to Government, N.-W. Provinces and Oudh, No. F/258, dated Naini Tal, the 30th July, 1878.

Sir,

In obedience to G.O. No. 230A, Educational Department, dated the 25th instant, forwarding copy of extract para. 6 from a despatch from Her Majesty's Secretary of State for India, No. 2 (Educational), dated the 2nd May, 1878, I have the honor to submit, with brief explanatory remarks, the required list of graded officers of the Educational service of the North-Western Provinces and Oudh.

2. Mr. Constable (No. 1 of grade II) was appointed by Her Majesty's Secretary of State to a Professorship in Bareilly College, in 1862. His salary has risen from Rs. 350 to Rs. 1,250, the maximum of his grade. He will be eligible, when a vacancy occurs, to the appointment in the 1st grade, in which he has already officiated, the pay of which rises from Rs. 1,250 to Rs. 1,500. Mr Lloyd (No. 2) came to India to an appointment in a private school. He was appointed by the Local Government to a Professorship in Agra College in 1864, and was afterwards promoted to an Inspectorship of Schools. His pay has gradually risen from Rs. 350 per mensem to its present amount, the maximum of his grade. He has officiated, with increased allowances, in the 1st grade, and will be eligible for promotion on the occurrence of a permanent or temporary vacancy in that grade. Mr. Harrison (No. 3) was formerly in the Educational service of Bengal. Being unemployed in 1864, he was appointed to a Professorship in Bareilly College, and was subsequently selected for the post

which he now holds. In consequence of a break in his period of service, his position is less favorable than those of Nos. 1 and 2, but he will be eligible for promotion, unless he be superannuated before a vacancy occurs. Mr. Nesfield (No. 4) was originally in the service of a missionary society. He was afterwards in the Educational service of Bengal, and was transferred as Director of Public Instruction to Oudh in 1874. His appointment was abolished in 1877, but he has lost nothing either in pay or in prospects by being transferred at his own request to the Principalship of Benares College. Mr. Deighton (No. 1, grade III) came to India as a master in a private school. Being out of employ, he was appointed to a Professorship in Agra College, and was subsequently appointed Principal. He has reached the maximum pay of his grade; but he has more than once officiated with increased allowances in the 2nd grade, to which he will probably succeed on the occurrence of a vacancy. Mr. Wright (No. 2) was appointed in 1867 by Her Majesty's Secretary of State to a Professorship in Benares College, with a salary of Rs. 500 per mensem. He has since held other appointments, and his pay has gradually risen in about 10 years' time to its present amount, the maximum of his grade. He will be eligible for temporary or permanent promotion when vacancies occur. Mr. Boutflower (No. 3) was appointed by Her Majesty's Secretary of State in 1869 to a Professorship, on Rs. 500, in Agra College. He has lately been promoted to the 3rd grade, and his pay will rise by yearly increments to Rs. 1,000: promotion to the higher grades will be open to him in due course. Mr. Thomson (No. 1, grade IV) was appointed in this country, and served for about 12 years in the Oudh Educational service. He had attained to the 3rd grade, but was degraded last year for faults of temper and perfunctory discharge of his duties. He may recover the position he held, and in time reach still higher grades. Mr. Kibble (No. 2) was appointed by Her Majesty's Secretary of State in 1867 to the headmastership of Sagar School. He was subsequently promoted to an Inspectorship in the Central Provinces, and was afterwards transferred to these provinces as a Professor. His pay has gradually risen from Rs. 400 per mensem to its present amount. He will be eligible for promotion when a vacancy occurs. Mr. Dodd (No. 3) was appointed head-master of Bareilly College School (*sic*) in 1869, and was subsequently promoted to the graded list. His pay has risen from Rs. 400 per mensem to Rs. 650, and promotion in due course lies before him. Mr. Thibaut (No. 4) was appointed by Her Majesty's Secretary of State to the Anglo-Sanskrit Professorship in Benares College on a salary of Rs. 500 per mensem, rising to a maximum of Rs. 700. He was subsequently admitted to the graded list, and his salary will increase yearly till it reaches Rs. 750, when the higher grades will successively be open to him as vacancies occur. Munshi

Durga Prasad (No. 5) has reached the maximum pay of his grade, but he may hope for promotion in due time, unless he be superannuated before a vacancy occurs. Mr. Hill (No. 6) was appointed by Her Majesty's Secretary of State to the Professorship of Physical Science in the Muir Central College on a maximum salary of Rs. 600 per mensem. He has lately been admitted to the graded service, and his salary will rise gradually to Rs. 750, with prospect of eventual promotion.

3. Of the 14 graded officers, the positions, even at present, of the seven who were appointed in India to this service, are much better than they could reasonably expect to reach when they entered the service. The status of the service has been raised, and the pay greatly increased since the appointment in England of the two oldest members. Two junior officers, Messrs. Thibaut and Hill, came out under special agreements, and their present positions are better than those promised to them in their covenants. The same remarks apply to the case of Mr. Kibble. Messrs. Wright and Boutflower are the only officers who have any the least grounds for complaint, that their prospects are less favorable than they may have expected they would be. The abolition of the Directorship* has deprived them of the remote chance of obtaining a prize which was in existence when they were appointed to the service, but which can hardly be supposed to have had any influence in attracting them.

4. In general, the advantages of the service are that the work is comparatively light, and that, especially in college appointments, there is leisure for literary or other pursuits. Transfers from one station to another, unless on promotion, are by no means frequent. The pay even of the lowest grade appointments soon rises by regular increments to a fair competence, and in due time a liberal salary may be expected. Promotion to the higher grades is not rapid, but it comes in time; and if an officer distinguishes himself in any way connected with his work, he has a good chance of being invited to fill a better appointment in the Educational service of another province. There is no reason that I can see why the appointments in this service should not attract men from the English Universities, who have not only distinguished themselves in the Schools, but have also made a special study of some branch of oriental literature, or one or more of the subjects that are taught in our Colleges in English.

ANNEXURE TO THE ENCLOSURE IN DOCUMENT 120

List of Graded Officers in the Educational Department, N.-W. Provinces and Oudh

No.	Name.	Date of first appointment to the department in the North-Western Provinces.	Date of appointment to the present grade.	Designation.	Pay.	Remarks
1	2	3	4	5	6	7
<i>I. Grade, 1</i>					Rs.	
1	Vacant				1,500	Vacant, <i>Vide letter No. 300 A.</i> , dated 30th September, 1878.
<i>II. Grade, 4.</i>						
1	E. T. Constable, M.A.	25th Feb., 1862	1st April, 1870	Inspector, Meerut Division	1,250	
2	R. A. Lloyd, B.A.	1st April, 1864	Ditto	Inspector, Oudh Division	1,250	
3	A. S. Harrison, B.A.	20th April, 1867	1st July, 1872	Principal, Muir Central College, Allahabad	1,250	
4	J. C. Nesfield, M.A.	12th Jan., 1874	12th Jan., 1874	Principal, Benaras College	1,250	
<i>III. Grade, 3</i>						
1	K. Deighton, B.A.	15th Feb., 1862	1st April, 1868	Principal, Agra College	1,000	
2	W. H. Wright, B.A.	1867	1st July, 1872	Professor, History and Philosophy, Muir Central College, Allahabad	1,000	
3	W.N. Boutflower, B.A.	15th April, 1869	24th May, 1878	Professor, Mathematics, Muir Central College, Allahabad	850	

ANNEXURE TO THE ENCLOSURE IN DOCUMENT 120 --- (contd.)

1	2	3	4	5	6	7
	Doctor A. Murray Thomson		June, 1874	Professor, Experimental Science, Thomson College Roorkee		Extra and Honorary. (on furlough)
	<i>IV. Grade, 6</i>					
1	A. Thomson	13th July, 1866.	27th March, 1877	Professor of English Literature, Agra College	750	
2	J. Kibble	21st April, 1874	21st April, 1874	Inspector, Allahabad Division*	750	*Officiating Professor, English Literature Benares College.
3	C. Dodd	1st Feb., 1869	1874	Professor, English Literature, Benares College**	650	**Officiating Inspector, Allahabad Division.
4	G. Thibaut, Ph.D.	15th March, 1875	15th March, 1875	Inspector, Benares Division	..	
5	M. Durga Prasad	1st Feb., 1866	1st April, 1870	Assistant Inspector, Oudh Division	750	
6	S. A. Hill, B.Sc.	20th May, 1875	24th May, 1878	Professor, Physical Science, Muir College, Allahabad	600	

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121

Government of Punjab forwards to the Government of India the requisite list of Graded Officers.

FROM Lepel Griffin, Esquire, Officiating Secretary to the Government of the Punjab to the Officiating Secretary to the Government of India, No. 892C, dated Simla, the 7th October, 1878.

With reference to your endorsement No. 3-176 of the 11th July last, and subsequent reminder No. 227, dated the 24th August, I am desired to submit the accompanying list of graded officers in the Educational Department, of this Province, as furnished by the Director of Public Instruction.

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ENCLOSURE IN DOCUMENT 121
List of Graded Officers of the Educational Department, Punjab

Name	Substantive appointment.	Date of Appointment		Remarks.
		To graded service.	To present grade	
<i>Rs. 1,500 rising to Rs. 2,000</i>				
Major W. R. M. Holroyd	Director of Public Instruction, Punjab	1st April 1870	..	The graded system was introduced into the Punjab on 1st April 1870; but certain officers were allowed to count towards increment their service previous to that date.
<i>First grade, Rs. 1,000 to Rs. 1,250</i>				
Nil				
<i>Second grade, Rs. 1,000 to Rs. 1,250</i>				
C. W. W. Alexander, Esq.	Inspector of Schools, Lahore Circle	1st April 1870	1st April 1870	
C. Pearson, Esq.	ditto Rawal Pindi	ditto	ditto	
<i>Third grade, Rs. 750 to Rs. 1,000</i>				
Dr. G. W. Leitner	Principal, Government College, Lahore	Ditto	Ditto	
C. R. Cooke, Esq.	Inspector of Schools, Umballa Circle	ditto	Ditto	
J. Sime, Esq.	Professor, Government College, Lahore	12th September 1870	12th September 1870	

Fourth grade, Rs. 500 to Rs. 750

D. W. Thompson, Esq.

Inspector of Schools, Mooltan
Circle 1st April 1870 1st April 1870

R. Dick, Esq.

Professor, Government College,
Lahore 31st July 1870 31st July 1870

Dr. C. R. Stulpnagel

Ditto ditto 1st January 1876 1st January 1876

W. R. M. Holroyd, Major,
Director of Public Instruction, Lahore.

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122

Officiating Secretary to the Chief Commissioner, Central Provinces forwards a list of Graded Officers.

FROM Lindsay Neill, Esquire, Officiating Secretary to the Chief Commissioner of the Central Provinces, to the Officiating Secretary to the Government of India, No. 3627-172, dated Nagpur, the 30th August 1878.

With your endorsement No. 3-177, dated 11th July, you circulated an extract from a despatch of the Right Honourable the Secretary of State requesting copies of the list of graded officers of the educational service showing the advantages which are attached to the classes of appointments.

2. The Inspector General of Education was asked to furnish the list, and he has submitted one, together with a memorandum on the subject. The Chief Commissioner is of opinion that the Inspector General has erroneously (1) entered Mr. Thompson as holding a graded appointment on the 1st April 1870; (2) included Mr. Young in the list. As regards (1) it seems to the Chief Commissioner that the date of Mr. Thompson's first appointment to the graded service should be the 4th October 1875, from which date he officiated in the 4th grade of Inspector. He was confirmed in that grade on the 20th November 1876. (2) Mr. Young does not seem to the Chief Commissioner to hold any graded appointment.

3. The following extract from a letter of the Inspector General will explain to the Government how the Inspector General has fallen into the mistakes (1) and (2) for mistakes the Chief Commissioner considers them:

I have the honour to refer you to Resolution No. 100, dated 13th January 1869, Government of India, Financial Department, and to the Schedule A, referred to in that Financial resolution. If the schedule be consulted it will be found that, though the pay of the Head Master, High School, Saugor, did not rise by annual increments, yet the officer holding that appointment was held to be a graded officer; as Mr. Thompson was appointed permanently to the Head Master-ship of the Saugor High School in April 1870, he seems to have held under the Resolution quoted a graded appointment from that date. Mr. Young having succeeded to Mr. Thompson in August 1875, also seems under the resolution to hold a graded appointment, though not an appointment rising by in-

crements. There are four graded appointments rising by increments, and a fifth appointment is included in Schedule A, which does not rise by increments.

4. It appears to the Chief Commissioner from paragraphs 3, 7 and 10 of the resolution quoted by the Inspector General* that Head Masters of High Schools are excluded from the classified scale; and that in the case of Saugor and Raipur, they are entered in Schedule A merely to bring out the additional charge consequent on the raising of their salaries from Rs. 400 to Rs. 500.

Believing this to be the correct view, the Chief Commissioner has drawn up an amended list for submission to the Right Honourable the Secretary of State.

5. The Chief Commissioner does not consider it necessary to offer any remarks on the views enunciated by the Inspector General in his memorandum.

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ENCLOSURE IN DOCUMENT 122
List of the Graded Officers of the Educational Service, Central Provinces.

Grades.	Pay.	No. of officers in each grade.	Name of Officer.	Degree and University.	Date of first appointment		Substantive appointment.
					To graded service,	To present grade.	
	Rs.						
1st.	1,250—1,500	1	Mr. C. A. R. Browning	M. A., Wrangler, Cambridge.	June 1862.	October 1873	Inspector General of Education, Central Provinces.
2nd.	1,000—1,250	0	..	..	..	..	..
3rd.	750—1,000	2	Major H. B. Jacob	..	26th June 1869	April 1871	Inspector of Schools, Southern Circle.
			Mr. D. Carnduff	..	October 1872	October 1872	Ditto Northern Circle.
4th.	500—750	1	Mr. G. Thompson	B. A., Dublin	October 1875	January 1877	Ditto Eastern do

Lindsay Neill,

Offg. Secretary to the Chief Commr. of the Central Provinces

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123

Secretary to the Chief Commissioner of Burma, informs the Government of India about the non-existence of Graded Educational Service in Burma.

FROM Major C. W. Street, Secretary to the Chief Commissioner of British Burma, to the Officiating Secretary to the Government of India, No. 535-6, dated Calcutta, the 30th November 1878.

In reply to your letter No. 3-178, dated 11th July 1878, calling for a list of the graded officers of the Educational Service, I am directed to inform you that the Educational Service in Burma is not a graded one, and that the higher appointments consist only of —

Director of Public Instruction on a salary of Rs. 1,000 rising to Rs. 1,250 per mensem;

One Senior Inspector on a salary of Rs. 750 rising to Rs. 1,000 per mensem;

One Junior Inspector on a salary of Rs. 400;

One Principal of High School on a salary of Rs. 600;

Two Professors on a salary of Rs. 300 each.

There are no certain prospects of promotion in the Province for any of the above-mentioned officers, but the educational arrangements in Burma require revision, and the desirability of classification will be borne in mind when these arrangements are re-considered. The Director of Public Instruction would, in order to improve his prospects, look for a transfer to some other Province, whilst those below him would probably look for promotion in the Province; but their prospects in this respect would be very uncertain.

[Home — Edn A Progs, June 1879, No. 32.]

124

Assistant Secretary to the Chief Commissioner, Assam, intimates the Government of India about the existence of only one graded post of Inspector of Schools, held by the 2nd class officer of the Bengal Educational Service.

FROM T. J. Murray, Esquire, Assistant Secretary to the Chief Commissioner of Assam, to the Officiating Secretary to the Government of India, No. 2613, dated Shillong, the 18th September 1878.

I am directed to acknowledge the receipt of your endorsement No. 3-180, dated 11th July 1878, forwarding an extract, paragraph 6, from a despatch from Her Majesty's Secretary of State for India, No. 2, dated 2nd May 1878, requesting to be furnished with a list of graded officers of the Educational Service throughout India, showing the advantages which are attached to the classes of appointment in question.

2. In reply, I am directed to say that there is no separate Educational Service of the higher grades in Assam. The Educational Department in respect to the supply of graded officers is considered as part of the Bengal Educational Department.

The only appointment in the Province held by a graded officer is that of Inspector of Schools, which is for the present held by an officer of the Bengal Educational Department belonging to the 2nd class of that service. The pay of the 2nd class begins with Rs. 1,000 per mensem, and rises by annual increments to Rs. 1,250 a month. The further prospects of the officer are to share in the general prospects of the Bengal Educational Service, that is, to rise to the first class (which consists of two officers) with pay rising from Rs. 1,250 to Rs. 1,500 a month, after which the highest appointment attainable is the Directorship of Public Instruction on Rs. 2,000, rising to Rs. 2,500 in ten years.

[Home — Edn A Progs, June 1879, No. 33.]

125

Officiating Secretary (for Berar) to the Resident at Hyderabad, forwards to the Government of India, list of officers in the Berar Educational Department.

FROM A. J. Dunlop, Esquire, Officiating Secretary (for Berar) to the Resident at Hyderabad, to the Officiating Secretary to the Government of India, No. 28B, dated Hyderabad, the 18th July 1878.

As requested in your Office endorsement No. 3-181, dated the 11th instant, I have the honour, under instructions from the Resident, to forward the accompanying list of officers employed in the Berar Educational Department showing their position and prospects.

[Home — Edn A Progs, June 1879, No. 34.]

ENCLOSURE IN DOCUMENT 125
List of Officers employed in the Berar Educational Department showing their position and prospects.

<i>Names.</i>	<i>First appointment in Civil Department.</i>	<i>Date of first appointment.</i>	<i>Present appointment.</i>	<i>Date of present appointment.</i>	<i>Salary of present appointment.</i>	<i>Remarks.</i>
Rao Bahadur Narain Bhai Dandekar	Assistant in the Judicial Department of the Bombay Secretariat.	19th August 1853	Director of Public Instruction	13th November 1875	Rs. 1,000	No further prospects in the Berar Educational Department.
Mr. Shriram Bikajee Jatar, B.A.	Translation Exhibitioner in Marathi Translator's Office, Poona.	29th January 1859	Educational Inspector	16th August 1876	300	To rise to Rs. 500 by biennial increments of Rs. 50.

Hyderabad

The 18th July, 1878.

A. J. Dunlop,

Offg. Secretary (for Berar) to the Resident at Hyderabad.

[Home — Edn A Progs, June 1879, No. 35.]

126

List of Graded Officers of Educational Service throughout India

<i>Designation of officers</i>	<i>Scale of salaries</i>			<i>Remarks</i>
	<i>Number</i>	<i>Minimum</i>	<i>Maximum</i>	
1	2	3	4	5
MADRAS		Rs.	Rs.	
Director of Public Instruction	1	2,000	2,250	
1st Class				
Inspector of Schools	1	1,250	1,500	
2nd Class				
Principal of College	1	1,000	1,250	
Inspector of Schools	1	1,000	1,250	
3rd Class				
Inspectors of Schools	3	750	1,000	
Principal of College	1	750	1,000	
Principal of College	1	700	800	
Professor	1	750	1,000	
4th Class				
Professors	4	500	750	
Extra Inspector of Schools	1	500	750	
	15			
BOMBAY				
Director of Public Instruction.	1	2,000	2,500	
1st Class				
Inspector of Schools	1	1,250	1,500	
Principal of College	1	1,250	1,500	
2nd Class				
Inspector of Schools	1	1,000	1,250	
Principals of Colleges	3	1,000	1,250	
3rd Class				
Inspector of Schools	1	750	1,000	
Professors	4	750	1,000	
4th Class				
Inspector of Schools	1	500	750	
Professors	5	500	750	
	18			

Document 126 — (contd.)

1	2	3	4	5
BENGAL				
Director of Public Instruction	1	Rs. 2,000	Rs. 2,500	
1st Class				
Inspector of Schools	1	1,250	1,500	
Principal of College	1	1,250	1,500	
2nd Class				
Inspectors of Schools	2	1,000	1,250	
Principals of Colleges	3	1,000	1,250	
3rd Class				
Principal of College	1	750	1,000	
Professors	11	750	1,000	
4th Class				
Professors	18	500	750	
	38			
N.-W. PROVINCES AND OUDH				
Director of Public Instruction	1	2,000	2,000	
1st Class				
First Grade Officer	1	1,250	1,500	
2nd Class				
Inspectors of Schools	2	1,000	1,250	
Principals of Colleges	2	1,000	1,250	
3rd Class				
Principal of College	1	1,000	1,000	
Professors	2	750	1,000	
4th Class				
Inspectors of Schools	3	500	750	
Professors	3	500	750	
	15			
PUNJAB				
Director of Public Instruction	1	1,500	2,000	
2nd Class				
Inspectors of Schools	2	1,000	1,250	
3rd Class				
Inspector of Schools	1	750	1,000	
Principal of College	1	750	1,000	
Professor	1	750	1,000	

Document 126 — (contd.)

1	2	3	4	5
4th Class		Rs.	Rs.	
Inspector of Schools	1	500	750	
Professors	2	500	750	
	9			
CENTRAL PROVINCES				
1st Class				
Inspector General of Education	1	1,250	1,500	
3rd Class				
Inspectors of Schools	2	750	1,000	
4th Class				
Inspector of Schools	1	500	750	
	4			
BRITISH BURMA				
2nd Class				
Director of Public Instruction	1	1,000	1,250	
3rd Class				
Inspector of Schools	1	750	1,000	
	2			
ASSAM				
2nd Class				
Inspectors of Schools	1	1,000	1,250	There is no separate educational service of the higher grade in Assam. The Education Department in respect to supply of graded officers is considered as part of the Bengal Educational Department.
HYDERABAD				
Director of Public Instruction	1	1,000	1,000	This officer does not belong to the graded service. The appointment is held by a Native, Rao Bahadur Narain Bhai Dandekar.

As a general rule, progressive pay does not rise from a minimum to a maximum by less than five equal annual increments.

[Home — Edn A Progs, June 1879, No. 36.]

127

List of Graded Officers of Educational Services throughout India, showing their names, salaries, and the dates on which they entered the Service

No.	Names.	Designation.	Date of first appointment to the Department.	Present salary	Remarks.
1	2	3	4	5	6
BOMBAY					
1.	K. M. Chatfield, M.A. 1st CLASS.	Director of Public Instruction	29th March 1866	Rs. 2,200	
1.	Colonel T. Waddington	Inspector, Central Division	25th February 1863	1,500	
2.	W. Wordsworth, B.A.	Principal and Professor of History and Political Economy, Elphinstone College	9th July 1861	1,500	
2nd CLASS.					
1.	J. G. Buhler, Ph.D.	Inspector, Northern Division.	10th February 1863	1,250	
2.	T. Cooke, M.A., M.L., LL.D.	Principal, Poona Civil Engineering College	5th June 1865	1,250	
3.	R. G. Oxenham, M.A.	Principal and Professor of English Literature, Deccan College	9th September 1863	1,250	
4.	Chester Macnaghten, M.A.	Principal, Rajkumar College	19th March 1870	1,200	
3rd CLASS					
1.	W. A. Russell, M.A.	Inspector, Southern Division	19th November 1860	1,100	

Document 127 — (contd.)

1	2	3	4	5	6
2.	Rao Bahadur Keru Lakshuman Chhattre.	Professor of Mathematics Deccan College	14th November 1851	1,000	
3.	F. Kielhorn, Ph.D.	Professor of Oriental Languages, Deccan College	7th February 1866	1,000	
4.	Samuel Cooke, M.A., L.C.E.	Professor of Chemistry and Geology, Poona Civil Engineering College	27th December 1868.	925	
5.	J. T. Hathornthwaite, M.A.	Professor of Mathematics, Elphinstone College	4th October 1872	750	
4th CLASS					
1.	P. Peterson, B.A.	Professor of Oriental Languages, Elphinstone College	2nd January 1873	750	
2.	Edward Giles, B.A.	Inspector, North-East Division	14th May 1873	750	
3.	T. B. Kirkham.	Professor of English Literature, Elphinstone College	21st June 1862	750	
4.	J. Scorgie, F.C.E.	Professor of Mechanism and Applied Sciences, Poona Civil Engineering College	6th February 1875	650	
5.	F. G. Selby, B.A.	Professor of Logic and Moral Philosophy, Deccan College	11th February 1877	550	

Document 127 — (contd.)

1	2	3	4	5	6
6.	M. Macmillan, B.A.	Professor of Logic and Moral Philosophy, Elphinstone College	12th June 1878	500	
			BENGAL		
1.	A. W. Croft, M.A.	Director of Public Instruction	25th June 1866	2,000	
	Ist CLASS				
1.	C. B. Clarke, M.A.	Inspector of Schools, Rajshahy Circle	8th December 1865	1,500	
2.	C. H. Tawney, M.A.	Principal, Presidency College	23rd November 1864	1,400	Is also Registrar of the Calcutta University.
	2nd CLASS				
1.	J. W. Mccrindle, M.A.	Principal, Patna College	15th October 1866	1,250	
2.	G. Bellett, M.A.	Principal, Berhampore College	9th October 1860	1,150	
3.	Bhudeb Mookerjee, C.I.E.	Inspector of Schools, Western Circle	6th August 1849	1,000	
4.	Alfred Ewbank, M.A.	Principal, Dacca College	16th January 1868	1,000	
5.	A. W. Garrett, B.A.	Inspector of Schools, Presidency Circle	24th June 1868	1,000	

Document 127 — (contd.)

1	2	3	4	5	6
	3rd CLASS				
1.	Robert Hand	Professor, Presidency College	14th October 1840	1,000	
2.	John Eliot, M.A.	Do do	27th December 1869	850	
3.	W. Griffiths, M.A. (Barrister-at-law)	Do do	20th January 1870	800	
4.	S. F. Downing, B.A., Assoc., I.C.E.	Do do Civil Engineering Dept.	15th July 1869	850	
5.	Alexander Pedler	Do do	22nd January 1873	1,000	
6.	R. Parry	Do do	14th January 1865	1,000	
7.	F. J. Rowe, M.A.	Do do	15th June 1870	850	
8.	A. E. Gough, B.A.	Do do	6th July 1868 Special allowance	1,000 300	Is also Principal of the Calcutta Madrasa.
9.	George Watt, M.A.	Do. Hooghly College	11th July 1873	1,000	
10.	J. Willson, M.A.	Do. Patna College	15th March 1873	750	
11.	Prasanna Kumar Sarvadhikari	Principal, Sanskrit College	March 1852	750	
12.	A. M. Nash, B.A.	Professor, Presidency College	11th January 1875	750	
	4th CLASS				
1.	E. D. Archibald, B.A.	Professor, Patna College	11th January 1875	500	

Document 127 — (contd.)

1	2	3	4	5	6
2.	W. T. Webb, M.A.	Professor, Presidency College	6th April 1875	650	
3.	John S. Slater	Do. do. Civil engineering Dept.	22nd November 1875	600	
4.	Unesh Chunder Dutt	Do. Kishnagar College	22nd March 1851	600	
5.	J. S. Pope, M.A.	Do. Presidency College	17th June 1876	600	
6.	Martin Mowat, M.A.	Do. Dacca College	19th June 1876	600	
7.	Pundit Mahesh Chunder Nyayaratna	Do. Sanskrit College	6th January 1864.	600	
8.	Rev. Lal Behari De	Do. Hooghly College	30th August 1867.	600	
9.	G. A. Stack	Do. Dacca College	December 1867	750	
10.	W. Booth, B.A.	Do. Presidency College	24th August 1876	550	
11.	W. H. Paulson, B.A.	Do. do	30th December 1876	550	
12.	J. H. Gilliland, B.A.	Do. Civil Engineering Dept.	15th June 1877	500	
13.	F. T. Dowding, B.A.	Do. Hooghly College	17th June 1878.	500	
14.	A. C. Edwards, M.A.	Do. Presidency College	28th September 1878.	500	
15.	Prasanna Coommar Ray, D.S.C.	Do. Dacca College	11th December 1876.	500	
16.	John Mann, M.A.	Do. Presidency College	21st October 1878.	500	
17.	Vacant.				
18.	Vacant.				

Document 127 — (contd.)

1	2	3	4	5	6
NORTH-WESTERN PROVINCES AND OUDH.					
1.	R. T. H. Griffith, M.A.	Director of Public Instruction	1853	2,000	
	1st CLASS				
	Vacant.			1,500	Not to be immediately filled up.
	2nd CLASS				
1.	E. T. Constable, M.A.	Inspector, Meerut Division.	25th February 1862	1,250	
2.	R. A. Lloyd, B.A.	Do. Oudh Division	1st April 1864	1,250	
3.	A. S. Harrison, B.A.	Principal, Muir Central College, Allahabad	20th April 1867	1,250	
4.	J. C. Nesfield, M.A.	Principal, Benaras College	12th January 1874	1,250	
	3rd CLASS				
1.	K. Deighton, B.A.	Principal, Agra College	15th February 1862	1,000	
2.	W. H. Wright, B.A.	Professor, History and Philosophy, Muir Central College, Allahabad	1867	1,000	
3.	W. N. Boutflower, B.A.	Professor, Mathematics, Muir Central College, Allahabad	15th April 1869	850	
	4th CLASS				
1.	A. Thomson	Professor of English Literature, Agra College	13th July 1866	750	

Document 127 — (contd.)

1	2	3	4	5	6
2.	J. Kibble	Inspector, Allahabad Division	21st April 1874	750	
3.	C. Dodd	Professor, English Literature, Benares College	1st February 1869	650	
4.	G. Thibaut, Ph. D.	Inspector, Benares Division	15th March 1875	600	
5.	M. Durga Prasad	Assistant Inspector, Oudh Division.	1st February 1866	750	
6.	S. A. Hill, B.Sc.	Professor, Physical Science, Muir Central College, Allahabad.	20th May 1875	600	
MADRAS					
1.	Lieutenant-Colonel R. M. MacDonald	Director of Public Instruction	Dates of entering the Department not given for the Madras Presidency.	2,150	
1st CLASS					
1.	J. T. Fowler	Inspector of Schools, 3rd Circle		1,250	
2nd CLASS					
1.	E. Thomson	Principal, Presidency College		1,250	
2.	H. Fortey, M.A.	Inspector of Schools, 2nd Circle.		1,100	

Document 127 — (contd.)

1	2	3	4	5	6
	3rd CLASS				
1.	L. Garthwaite	Inspector of Schools, 6th Circle		800	
2.	John Bradshaw, LL.D.	Do. 4th Circle		750	
3.	George Bickle	Do. 5th Circle		750	
4.	W. A. Porter, M.A.	Principal, Combaconum College		800	
5.	E. P. Metcalfe, M.A.	Principal, Rajamandry College		700	
6.	F. S. Evans	Professor of Mathematics, Presidency College		750	
	4th CLASS				
1.	D. Duncan	Professor of Logic, & c., Presidency College		700	
2.	G. Oppert	Professor of Sanskrit, do		700	
3.	James Bradshaw	Inspector of Schools, 1st Circle		500	
4.	W. H. Wilson	Professor of Physical Science, Presidency College		500	
5.		Professor of Vernacular Literature, Presidency College		500	

Document 127 — (contd.)

1	2	3	4	5	6
			PUNJAB*		
1.	Major W. R. M. Holroyd	Director of Public Instruction	1st April 1870	2,000	
	2nd CLASS				
1.	C. W. W. Alexander, B.A.	Inspector of Schools, Lahore Circle	1st April 1870	1,250	
3.	C. Pearson, M.A.	Do., Rawal Pindi Circle	1st April 1870	1,250	
	3rd CLASS				
1.	Dr. G. W. Lietner, M.A., Ph.D.	Principal, Lahore College	1st April 1870	1,000	
2.	C. R. Cooke, B.A.	Inspector of Schools, Umballa Circle	1st April 1870	1,000	
3.	J. Sime, B.A.	Professor, Lahore College	12th September 1870	1,000	
	4th CLASS				
1.	D. W. Thompson	Inspector of Schools, Mooltan Circle	1st April 1870	750	
2.	R. Dick, M.A.	Professor, Lahore College	31st July 1870	800	
3.	Dr. C. R. Stulpnagel M.A., Ph.D.	Do do	1st January 1876	650	
	1st CLASS				
1.	C. A. R. Browning, M.A.	Inspector General of Education	June 1862	1,500	
			CENTRAL PROVINCES*		

* The Government of the Punjab and the Chief Commissioner, Central Provinces, give the dates of appointment to the Graded Service.

Document 127 — (contd.)

1	2	3	4	5	6	7
	3rd CLASS					
1.	Major H. B. Jacob	Inspector of Schools, Southern Circle	26th June 1869	1,000		
2.	D. Carnduff.	Do Northern Circle	October 1872	1,000		
	4th CLASS					
1.	G. Thompson	Do Eastern Circle	October 1875	600		
	2nd CLASS		BRITISH BURMA			
1.	Peter Hordern, B.A.	Director of Public Instruction	1st March 1862	1,250		
	3rd CLASS					
1.	M. H. Ferrars, B.A.	Inspector of Schools	14th March 1877	1,000		
	2nd CLASS		ASSAM			
1.	C. A. Martin, LL.D.	Inspector of Schools	22nd November 1866	1,050		
			HYDERABAD			
1.	Rao Bahadur Narain	Director of Public Instruction	25th July 1856	1,000		This officer entered the Bombay Educational service on 25th July 1856. He was appointed Director of Public Instruction in Berar on the 13th November 1875.
	Bhai Dandekar					

[Home — Edn A Progs, June 1879, No. 37.]

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Secretary of State for India furnished with statements of the Graded Officers of the Educational Services throughout India with brief account of the privileges and duties attached to them.

FROM the Government of India to Her Majesty's Secretary of State for India, No. 9, dated Simla, the 9th June 1879.

With reference to paragraph 6 of Your Lordship's Financial despatch No. 2, dated 2nd May 1878, we have the honour to submit the papers specified in the annexed list, together with two statements showing the graded officers of the Education Services throughout India, and to submit the following account of the privileges and duties attached to that service.

2. With a view to obtaining capable persons from Europe for the more important offices in the Educational Department, Lord Stanley, in his despatch No. 4, dated 7th April 1859, paragraph 41, observed "that, as a general rule, all appointments in the Department of Education should be filled by individuals unconnected with the service of Government, either civil or military, and that every encouragement should be given to persons of education to enter the Educational Service, even in the lower grades, by making it known that in the nominations to the higher offices in the Department a preference will be given to those who may so enter it, if competent to discharge the duties." The principle above enunciated has been steadily kept in view.

3. Exclusive of the Directors of Public Instruction, Officers occupying the higher offices in the Educational Department are divided into four classes as given below, each beginning with the minimum, and rising in five years by equal annual increments to the maximum rate of salary, thus —

	Rs.		Rs.
Ist grade	1,250	to	1,500
2nd do	1,000	to	1,250
3rd do	750	to	1,000
4th do	500	to	750

This system of salaries was sanctioned for Bengal in Sir Charles Wood's despatch No. 27, dated 9th December 1864, and subsequently extended to the other Provinces under the authority conveyed in Duke

of Argyll's Financial despatch No. 219, dated 24th June 1869. The number of sanctioned appointments in the Educational Service is —

	No. of appointments.
Directorships	$\left\{ \begin{array}{l} 2 \text{ on Rs. 24,000 rising to Rs. 30,000 a year} \\ 1 \text{ on Rs. 24,000 ditto to Rs. 27,000 ditto} \\ 1 \text{ on Rs. 24,000} \\ 1 \text{ on Rs. 18,000 rising to Rs. 24,000 a year} \\ 1 \text{ on Rs. 15,000 ditto to Rs. 18,000 ditto} \\ 1 \text{ on Rs. 12,000 ditto to Rs. 15,000 ditto} \\ 1 \text{ on Rs. 12,000} \end{array} \right\} 8$
Ist class appointments on Rs. 15,000 rising to Rs. 18,000 a year	6
2nd ditto on Rs. 12,000 ditto to Rs. 15,000 ditto	18
3rd ditto on Rs. 9,000 ditto to Rs. 12,000 ditto	32*
4th ditto on Rs. 6,000 ditto to Rs. 9,000 ditto	39
Total	103

The officers who now hold the two best appointments in the service, namely, the Directorships of Bengal and Bombay, entered the Educational Department in the year 1866; but promotion in the Department is not ordinarily so rapid.

4. Gentlemen appointed in England to the Education Service in India are eligible for promotion to the higher classes in the Department as vacancies occur; but such promotion is not actually accorded, nor is any increase of salary granted to them till they pass the ordinary examination (higher standard) in the vernacular language of the district in which they may be employed. The first increase of salary commences from the date of their passing in that language. If they fail to pass in the vernacular within two years of joining their appointments, they are liable to removal from the Department.

5. Though the Directorship is usually filled from the ranks of the graded service, yet the Government reserve a discretion to appoint civil servants or other competent persons to that office. Ordinarily recruits enter the service in the fourth or lowest grade, but occasionally persons with special qualifications have been appointed from England to the third grade. Officers of the graded services usually rise in their own Province. But cases have occurred of officers in the Education Service being transferred from one Province to another on promotion.

*One of these officers is on Rs. 8,400 to Rs. 9,600 a year in the Madras Presidency.

6. The duties entrusted to the graded officers of the Educational Department are those of inspection and instruction. The Inspectors have to travel for about half the year, and receive travelling allowance at the same rates as covenanted civil servants. The graded officers not employed on inspection duty are either Principal or Professors of Colleges affiliated to the Universities.

7. The regulations under which educational officers of the graded service can obtain furlough and pension are embodied in the Leave and Pension Codes of the Government of India. Those Codes are subject to amendment and alteration at the discretion of the Government; and any account of the Leave and Pension Rules now furnished is subject to correction by the Leave and Pension Codes as they may from time to time be altered by the Government. Officers appointed to the Educational Graded Service by the Secretary of State can obtain leave of absence to Europe on substantially the same terms as to length of service and retention of appointment as the more privileged members of the Civil and Military Services; and during their absence on furlough, up to certain reasonable limits of time, they enjoy half their Indian salary up to a total of £800 a year. They can, unless they enjoy annual vacations, and provided the state of the Public service permits, obtain one month's privilege leave on full pay after every eleven months' service, but such privilege leave cannot accumulate to a period beyond three months. If they fall ill, they can, within certain liberal limits of time, obtain furlough on medical certificate.

8. The higher officers of the Educational Department appointed to the graded service by the Secretary of State, if they enter the service after the age of 25, are allowed to retire on a pension not exceeding one-third or one-half of their average pay for the five years preceding retirement, after a qualifying service of 12 and 22 years, respectively, on production of medical certificate, and upon a pension not exceeding half such pay without such certificate after a service of 27 years. Pensions of one-third and half pay are, however, subject to certain maximum money limits. Officers who have not served long enough to earn a pension receive a gratuity not exceeding one month's emoluments for each completed year of good service, and not under any circumstances exceeding twelve months' emoluments in all.

9. Social rank and precedence are allowed to the officers of the Educational Service as to civil servants. The Directors of Public Instruction under the Local Governments and Administrations rank with civil servants of 23 and 18 years' standing, respectively, and the officers of the 1st and 2nd grades with those of 18 and 12 years' standing.

List of Enclosures

From the Government of Madras, No. 453, dated the 14th October 1878, and enclosure.

From ditto ditto, No. 454, dated 14th October 1878.

To ditto ditto, No. 20, dated the 6th January 1879.

From ditto ditto, No. 10, dated the 14th January 1879.

From ditto, Bombay, No. 1152, dated the 26th September 1878, and enclosures.

From ditto, Bengal, No. 2760, dated the 14th August 1878, and enclosures.

From ditto, North-Western Provinces and Oudh, No. 298A, dated 30th September 1878, and enclosure.

From ditto, Punjab, No. 892C, dated 7th October 1878, and enclosure.

From the Chief Commissioner of the Central Provinces, No. 3627-172, dated 30th August 1878, and enclosure.

From ditto, British Burma, No. 535-6, dated 30th November 1878.

From ditto, Assam, No. 2613, dated 18th September 1878.

From the Resident at Hyderabad, No. 28B, dated 18th July 1878, and enclosure.

List of graded officers of Educational Services throughout India.

List of graded officers by name, showing their salaries and the dates on which they entered the service.

NOTES

1. It refers to the revised rates of pay for the superior officers of the Educational Department, Madras. For the text of the resolution, see *Financial Exp. A. Progs.*, December 1871, No. 29.
2. See Document 39.
3. It was sanctioned on 15 August 1878. See *Home—Edn A Progs*, October 1878, No. 47.
4. For the text of the letter and the enclosed memorial from Mr. Boutflower, see *Home—Edn A Progs*, May 1878, Nos. 15-17.
5. See Document 11.
6. See Document 39.

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BIOGRAPHICAL SKETCHES OF CERTAIN EMINENT PERSONS
FIGURING IN THE VOLUME

Atkinson, W. S.

Born on September 1820; was appointed Director of Public Instruction, Bengal, on 9 May 1860; served in this capacity till 1875; was succeeded by H. Woodrow.

Bellett, G.

He came to India on 7 January 1861. On 22 September 1861 he was appointed Head Master, Dacca College. Between 1866-68 he served as Officiating Inspector of Schools in South Eastern and North Eastern Divisions. In 1871 he became the Inspector of Schools, North Eastern Division. Next in 1873 he was appointed Professor, Presidency College and in 1875 Principal, Berhampore College. Officiated as Director of Public Instruction from 25 December 1882 to 9 December 1883 during the absence of Mr. Croft.

Browning, Colin Arrott Robertson

Born on 6 May 1833; Fellow of Wadham; Preacher at the Lock Hospital, London; Rector of Worlington; educated at Brighton College; St. Catherine's College, Cambridge; Scholar, M.A., graduated as wrangler in Mathematical Honours; Senior Inspector of Schools, North Western Provinces, 26 June 1862; acted as Director of Public Instruction, Central Provinces, May 1864 to March 1865, and as Inspector-General of Education, Central Provinces, April-October 1868, and again March 1869, to July 1870; Director of Public Instruction in Oudh, July 1870; Inspector General of Education, Central Provinces, October, 1873; on special duty at Calcutta in connection with Education Conference in 1862; C.I.E., January, 1866; retired from service in January, 1889.

He is the author of *The Indian Official Treasuries*; *The Annals of the Indian Empire*; *Mahomedan Education in Oudh*; *A List of Sanskrit Manuscripts Existing In Oudh*, etc. He has also edited several text-books and was joint editor of the first edition of the *Central Provinces Gazetteer*.

Chatfield, Kyrle Mitford

Educated at Corpus Christ College, Oxford; joined the service as Professor of Logic and Moral Philosophy, Elphinstone College, Bom-

bay, 29 March 1866; Acting Educational Inspector, C.D., 19 November 1869; Acting Director of Public Instruction from 21 October 1872 to 5 February 1874; Director of Public Instruction from 16 November 1878; retired from service in April 1897.

Clarke, Charles Baron

Born on 17 June, 1832; educated at King's College School, London, Trinity and Queen's Colleges, Cambridge. 3rd Wrangler (bracketed), 1856, Mathematical Lecturer, Queen's College Cambridge, 1857-65; Inspector of Schools, Bengal, 1866-87, retired, 1887. Died, 25 August 1906.

He is the author of — *Crymandreæ. in De Cobdolle Monographies*, 1883; *Speculations from Political Economy*, 1886; numerous papers on Botany, Anthropology, Geography and Music.

Cooke, Samuel

Educated at Trinity College, Dublin; arrived in India, 27 December 1868, and served in the Bombay Educational Department from that date as Professor of Chemistry and Geology at the Engineering College, Poona, and also officiated as Principal of the College for various periods; promoted to 3rd grade of the Education Department, June 1875; 2nd grade, December 1890.

Cowell, Edward Byles

Born on 23 January 1826; attended the Ipswich Grammar School; matriculated at Magdalen Hall, Oxford in 1850; took a first class in 'literae humaniores' and an honorary fourth in mathematics in 1854; great scholar of Persian and Sanskrit, edited Vararuci; *Prakrati-Prakasa* and also catalogued Persian and other oriental manuscripts; made a variety of contributions to a number of magazines such as *The Ipswich Radical Magazine & Review*, *Asiatic Journal*, *Westminster Review* and *Frazer's Magazine*.

In June 1856, he was appointed Professor of English history in the reformed Presidency College, Calcutta. There he instituted M.A. Course in the Calcutta University and extended the themes of his lectures to political economy and philosophy. In 1857, Cowell became Secretary of a Vernacular Literature Society. He procured two copies of the Ms. of Omar Khayyam and sent one of them to Fitz-Gerald. He was also Principal of the Sanskrit College, Calcutta and later on in 1878, he founded a scholarship in Sanskrit. His contributions on Sanskrit were published in the *Bibliotheca Indica*, a series issued by the Asiatic Society of Bengal, of which he became in 1858, a joint philological Secretary. He visited the Tols (Native quasi-colleges) at

Nadia. His report was published in the *Proceedings of the Asiatic Society of Bengal*, 1867.

He left for England and in 1865, he became examiner in Oriental Subjects to the Civil Service Commission and in 1867, was appointed Professor of Sanskrit by the University of Cambridge. In 1874, became fellow of Corpus Christi College. Alone or with his pupils, Cowell issued an imposing series of Sanskrit texts and translations. He showed his immense intellectual powers in the study of persian, archaeology, architecture and botany also. In 1892 he presided over the Arian Section of the International Congress of Orientalists held in London and in 1895 was made an honorary member of the German Oriental Society. Awarded a gold medal of the Royal Asiatic Society in 1898. Among Cowell's other distinctions were the honorary LL.D. of Edingurgh University in 1875 and honorary D.C.L. of Oxford in 1896. He was chosen as one of the Original Members of the British Academy. He died at his residence, 10 Scroope Terrace, Cambridge on 9 February 1903. He was remarkable for the versatility of his knowledge of languages and literature and for the breadth of his scholarly interests.

In addition to his many contributions to periodicals and separate lectures, Cowell edited *Upanisads*, the *Kausitki*, 1861, and *Maitri*, 1863 and published, *The Charvaka System of Philosophy*, 1862; *The Rig Veda Samhita*, 1870; *A short Introduction to the Ordinary Prakrit of the Sanskrit Dramas*, 1875; *A catalogue of Buddhist Sanskrit Mss. in the possession of the Royal Asiatic Society*, 1876; *The Aphorisms of Sandilyam with the Commentary of Swapneswara* (Bibliotheca Indica), 1878; *The Tattva-muktavali — edited and translated* (Journal Royal Asiatic Society), 1882; *The Catika: Two Short Bengali Poems translated* — 1891.

Dick, Robert

Joined the Educational Department, Punjab. From 31 July 1870 served in the Punjab as Professor at the Delhi and Lahore Colleges, and Officiating Inspector of Schools, and was appointed Principal of the Lahore Training College, December 1881; on special duty in connection with the City Normal School and Training College, April 1877; promoted to 3rd Grade of the Educational Department, November 1880.

Downing, S. F.

Appointed 15 July 1869; Assistant Professor, Presidency College, 16 September 1869; Professor, April 1877; 3rd Class, Education Department, August 1878; Principal, Government Engineering College, Howrah, April, 1880.

Eliot, Sir John

Joined the Service in June 1869; from 27 December 1869, to February 1876, served in the North Western Provinces as Professor of Mathematics, Thomason College and also at Muir College; Superintendent of the Meteorological Observatory, Allahabad, and Meteorological Reporter to Government; from February 1876, served in Bengal, as Professor, Presidency College, and Meteorological Reporter to Government of India, April, 1878, and December, 1881; Officiating Principal, Presidency College, and Registrar of Calcutta University, January 1883; appointed Meteorological Reporter to Government of India, May 1889; C.I.E. January, 1897; Meteorological Reporter and Director General of Indian Observatories, April 1899; K.C.I.E. January 1903; retired from service, 1 January 1904; F.R.S.

Ewbank, Alfred Lloyd Vandyke

He came to India on 28 February 1868; served as Professor, Patna College, and as Officiating Inspector of Schools; Principal, Dacca College, March 1876; 2nd Class, Education Department, August 1878; Professor, Patna College, October 1879; Principal, Patna College, October 1881; retired from service in April 1897.

Fortey, Henry

Headmaster, Government School, Kumbakonam, 9 September 1854; Professor and Acting Principal, Presidency College, March 1856; from December 1857, served as Inspector of Schools; Fellow of Madras University, February 1872; was promoted to 2nd Class of Education Department, April 1880.

Fowler, James Townsend

Principal, Government Normal School, Madras, 2 December 1855; Fellow of Madras University, September 1857; on special duty superintending formation of normal schools, May 1858; from January 1859, served as Inspector of Schools, and was promoted to 1st Class of Educational Department, April 1880; on special duty to Calcutta as Member of the Educational Committee, February 1882, and again, August 1882, to March 1883; Acting Director of Public Instruction, Madras, April-June 1883; retired from service in December 1888.

Frere, Sir Henry Bartle Edward Baronet

Born on 29 March 1815; educated at Bath and Haileybury; entered Bombay Civil Service, 1834; Assistant Revenue Commissioner for some years to H. E. Goldsmith in investigating land assessments; Private Secretary to Sir G. Arthur, Governor of Bombay, 1842;

Resident at Satara, 1846; on the annexation of Satara in 1848-49 (to which he was opposed), Frere was appointed Commissioner; Chief Commissioner in Sind, 1850-9; conciliated dispossessed Amin and opened up the country by means of public works; during the mutiny sent almost the whole of his armed forces to the relief of the Punjab; his great services were highly valued in England and India; K.C.B. in 1859; Member of the Governor General's Supreme Council from December 1859 to April 1862; helped greatly in the restoration of financial equilibrium and in the establishment of Legislative Councils; Governor of Bombay from April 1862, to March 1867; instituted the municipality and checked speculation, but was criticised for his conduct with regard to the Bombay Bank. He was Member of the Council of India, 1867-77; G.C.S.I.; D.C.L.; President of the Geographical and Asiatic Societies; sent to Zanzibar in 1872 to negotiate a treaty for the suppression of the slave-trade; P.C.: LL.D.; accompanied H.R.H. the Prince of Wales in his Indian tour, 1875-76; Baronet and G.C.B.; Governor of the Cape, and first High Commissioner of South Africa, 1877; dismissed the Cabinet and tried to conciliate the Kaffirs, but was obliged to make war on them, peace being made, 1878; became engaged in the Zulu War, 1879; recalled, 1880, in spite of great popularity in South Africa; defended himself on his return to England; he advocated a forward policy with regard to Afghanistan; died, May 29, 1884. He wrote a number of papers on the questions of the day, connected with India, and also a memoir of his uncle Hookham Frere.

Garthwaite, Liston

Served from 8 April 1857, as Head Master of Zillah School, Cuddalore, Provincial School, Calicut, and Normal School, Cannanore, and as Deputy Inspector of Schools; also acted as Malyan Translator, and Canarese Translator to Government; served as Inspector of Schools; compiled Canarese and Malyan *Arzis* for the Secretary of State, and also various text-books; Fellow of Madras University, March 1884; 2nd Class, Education Department, May 1884; on special duty at Madras in connection with preparation of a scheme for development of technical and scientific education, November 1884 to 1885 and in 1885-86; retired from service in December 1888.

Grant, Sir Alexander, Baronet

Born on 13 September 1826; educated at Harrow and Balliol College, Oxford; Scholar; played twice in the Harrow Cricket Eleven against Eton and Winchester; Fellow of Oriel, 1849; became private tutor; succeeded as Baronet in 1856; went to Madras in 1859 as

Inspector of Schools; became Professor of History at the Elphinstone Institution, Bombay, in 1860, and its Principal in 1862; in 1863, he became the Vice-Chancellor of Bombay University; and in 1868 Principal of Edinburgh University. He died on 1 December 1884. He published *The Story of the University of Edinburgh* (1884), *Aristotle and Xenophon* in Blackwood's 'Ancient Classics', &c.

Grey, Sir William

Born, 1818; was at Christ Church, Oxford, but left it to enter the War Office. Educated at Haileybury; came to India in 1840; Private Secretary to Sir Herbert Maddock, Deputy Governor of Bengal, 1845-7; served in the Bengal Secretariat, and in the Secretariat of the Government of India, in the Home and Foreign Departments; Secretary to the Bank of Bengal, 1851-4; Secretary to Government of Bengal, 1854-7; Director General of the Post Offices during the Mutiny; Secretary to the Home Department, 1859; Member of the Governor General's Supreme Council from April, 1862 to April, 1867; had considerable difference of opinion with Sir John Lawrence, the Governor General. When discussions arose after the Orissa famine, he opposed the proposed abolition of the Bengal Legislative Council, and, instead of any reduction in the status of the Bengal Government, advocated its assimilation to the Government of Madras and Bombay. He held strong opinions about taxation, and his views did not agree with those of Lord Mayo; K.C.S.I. in 1871; retired on March 1, 1871; Governor of Jamaica, 1874-7; died, May 15, 1878.

Griffiths, William

Appointed to the Education Department, 1st July 1869; arrived in India, 20 January, 1870, and served as Assistant Professor, Civil Engineering Department, Presidency College; Professor, Presidency College, February, 1876; Principal, Hooghly College, April, 1880; 2nd Class, Education Department, July, 1883; Principal, Presidency College, December, 1892; retired from service in September, 1896.

Hathornthwaite, James Thomas

Arrived in India, 3rd October 1872, and served in the Bombay Educational Department from that date as Professor of Mathematics at the Elphinstone College, Bombay, and also acted as Principal of the College for various periods; promoted to 3rd grade of the Education Department, December 1877; also Principal of the College, April 1894; retired from service on 9 June 1900.

Holroyd, W. R. M.

First Commission as Ensign, December 1853; served from 11 August 1858, in the Punjab Educational Department as Inspector of

Schools, and was appointed Director of Public Instruction, Punjab, February, 1868; Captain, back to the army he stayed there till 1879; Ist Grade, Education Department, April, 1870; Under Secretary to Government of Punjab, Educational Department, October 1884; reverted to Military duty in October, 1890; transferred to U.S. list, October, 1892; died on 3rd September, 1913.

He is the author of *Hindustani for Every Day*.

Horden, P.

Educational Department, British Burma. Appointed to the Education Department, 19 November, 1861; arrived in India, March, 1862; Assistant Professor of English Literature, Presidency College, Calcutta, March, 1862; Director of Public Instruction, British Burma, November, 1867; Fellow of Calcutta University, April, 1876.

He is the author of *A Handbook of Rules and Practice of the Education Department, Burma*.

Howard, E. I.

He was appointed Officiating Director of Public Instruction in Bombay, 1860; resigned this appointment on 23 June, 1865. He contributed literary articles in the *Quarterly Review*, Bombay. One of these, on Thackeray's novels, was shown to Thackeray himself, and declared by him to be the best article he had ever read on his works. Edward Howard also wrote articles on "Oxford", "Music as a Social Recreation," and Burton's, *Pilgrimage to Mecca*. Died of railway accident.

Jacob, Major Herbert Bruce

Born on 30 July, 1841; joined the service, 20 December, 1857; admitted to the Bombay Staff Corps from 19 February, 1861; Acting Wing Officer and Quarter-Master, 20th Regiment, Native Infantry, 1 April, 1867; Lieutenant, 24 June, 1869; served in the Education Department as Acting Inspector of Schools, Southern Circle, Central Provinces, 26 June, 1869; Captain, 20 December, 1868; Acting Inspector of Schools, 3rd Grade, Southern Circle, Central Provinces, 1 April 1870; confirmed in the appointment of the Inspector of Schools, 3rd Grade, Southern Circle, 10 April, 1871; Major, 20 December, 1877; accompanied a Detachment of the Regiment which formed part of Colonel Lockhart's Force in the Field Division of Bundelkhand under Brigadier F. Wheeler; officiated as Inspector General of Education, 1882-84; Cantonment Magistrate, Karachi, 1889-92; retired to Europe, December, 1895.

Kirkham, Thomas Brown, Barrister-at Law

Joined the Educational Department, 1 January, 1862; served as Headmaster of the Poona High School, 21 June, 1862; Principal, Elphinstone High School, Bombay, 20 November, 1866 and Professor of English Literature at the Elphinstone College, 10 November, 1873; was also a Member of the first Municipal Corporation of Bombay, August, 1873; from April, 1878, served as Educational Inspector, and was promoted to 2nd grade of the Department, April, 1885; on special duty in England in connection with technical education, November, 1886; additional Member of Bombay Legislative Council, July, 1895; retired from service in October, 1898.

Lees, William Nassau

Born on 26 February, 1825; educated at Nut Grove and Trinity College, Dublin; joined the 42nd Bengal N.I. in 1846; was for some years Principal and Professor of the Calcutta Madrasa, Secretary to the Board of Examiners at Fort William, and Translator to the Government of India; was an eminent Oriental scholar; edited a number of works in Arabic and Persian and Hindustani, and wrote many papers for the *Journals* of the Royal Asiatic Society of Bengal; wrote also for the Daily Press in India, and was joint proprietor of the *Times of India*.

Lieutenant, 1853; honorary LL.D. Dublin, 1857; Captain, 1858; Major, 1865; Lieutenant-Colonel, 1868; Member of Royal Asiatic Society, 1872; Colonel, 1876; Major-General, 1885. Died, March 9, 1889.

Leitner, Gottlieb Wilhelm

Born in Budapest, 1840; son of a physician; educated at Malta Protestant College; appointed Chief Interpreter to H.M.'s Commissariat in the Crimean War; attended the Muhammedan Theological School at Constantinople; entered at King's College, London, 1858, appointed there, 1861, Professor of Arabic and Muhammadan Law, M.R.A.S., 1861, M.A. and Ph.D., Preiburg, 1862; Principal of the Government College, Lahore 1864; founded the *Anjuman-i-Punjab*; worked for the foundation of the Punjab University; organised many schools, free Libraries, Literary societies and journals in India; Registrar of the Lahore University College; explored among, studied, and wrote on, the wild tribes of the N. W. Frontier, Dards, Hanzas etc.; established the journal *Indian Public Opinion*; collected information on the origins of Indian art, and specimens of Graeco-Buddhist art; claimed to be the originator of the *Kaiser-i-Hind*, retired 1887; acquired the Royal Dramatic College at Working, and adapted it to an Oriental Institute there; published *Languages and Races of*

Dardistan, The Language and People of Hanza, and many works on education, philosophy, trade, dialectics etc., spoke, read and wrote 25 languages, edited the *Asiatic Quarterly Review*, from January 1890, LL.D., D.L. 1882; died on 22 March, 1899.

Maine, Sir Henry James Sumner

Born on 15 August 1822; from Christ's Hospital passed in 1840 to Pembroke College, Cambridge, where he won the Craven and graduated in 1844 as senior classic and Chancellor's medalist. In 1845, he became a tutor of Trinity Hall, in 1847, regius Professor of Civil Law, and in 1852, Reader in Jurisprudence to the Inns of Court. He was called to the bar in 1850, and went to India in 1862 as Legal Member of Council. In 1869, he was appointed Professor of Comparative Jurisprudence at Oxford, and in 1871, to the Council of the Secretary of State for India when he was created K.C.S.I. In 1877, he was elected Master of Trinity Hall at Cambridge, and in 1887, Whewell Professor of International Law. He died at Cannes, February 3, 1888.

He had declined the Chief Justiceship of Bengal, the Permanent Under Secretaryship of State for the Home Department, the Chief Clerkship of the House of Commons, and other appointments; was F.R.S., and had many honorary distinctions; one of the first to apply the historical method to the study of the philosophy of the institutions.

It is by his work on the origin and growth of legal and social institutions that Maine will be best remembered. His books are *Ancient Law* (1861), *Village Communities in the East and West* (1871), *The Early History of Institutions* (1875), *Early Law and Custom* (1883), *Popular Government* (1885), and *International Law* (1888). A fundamental idea of Maine was to make patriarchal power the germ of society.

Malleson, George Bruce

Born on 8 May 1825; son of John Malleson; educated at Wimbledon and Winchester; joined the Bengal N.I. in 1844; in the second Burmese War of 1852-53; in the Commissariat Department till 1856; wrote the *Mutiny of the Bengal Army*; called "The Red Pamphlet" in 1857; Sanitary Commissioner in Bengal, 1866-69; Guardian of the Young Maharaja of Mysore, 1869-77; C.S.I., 1872; Colonel, 1873; retired, 1877; died, March 1, 1898; wrote constantly in the *Calcutta Review*, and works on Indian subjects; among them *Essays and Lectures on Indian Historical Subjects*, 1866; *History of the French in India*, 1868, *Recreations of an Indian Official*, 1872; *Historical*

Sketch of the Native States of India, 1875; Final French Struggles in India and on the Indian Seas, 1878; History of the Indian Mutiny, 1878-80; History of Afghanistan, 1879; Herat, 1880; The Decisive Battles of India, 1883; The Russo-Afghan Question and the Invasion of India, 1883.

Martin, Dr. C. A.

Professor, Dacca College, 26 November 1864; 4th class of the Bengal Educational Service, 1 July 1865; Professor, Dacca College, 14 February 1869; Professor, Krishanghur College, 10 January 1871; Officiating Inspector of Schools, North Eastern Division, 28 June 1872; Inspector of Schools, 2nd Class, August 1877; Inspector of Schools, Eastern Circle, 14 January 1880; also Officiating Inspector of Schools, Rajshahye Circle, 28 March 1882; Inspector of Schools, Bihar Circle, 18 March 1888; Director of Public Instruction, Bengal, 23 February 1897 to 1 July 1898.

Narain Bhai Dandekar, Rao Bahadur

He was educated at the Elphinstone College, Bombay. He completed his education before the University was established and passed the highest standard that was then taught in the College. He was for three years in the Bombay Secretariat and then entered the Education Department as Deputy Inspector of Schools. This appointment he retained for 12 years and was then appointed Principal of the Training College at Bombay. He held this appointment for seven years and then went to the Berars as Director of Public Instruction. This appointment he held for 8 years.

The title "Rao Bahadur" was conferred on him on the occasion of the Proclamation of Her Most Gracious Majesty as Empress of India. Prepared *Vachanmala* and its key for the use of candidates for Her Majesty's Indian Civil Service. Gave evidence before the Public Service Commission on 25 July 1887.

Pearson, Charles

Professor, Agra College, January 18, 1860; Assistant Inspector, 1st Circle, November 7, 1864; Inspector of Schools, Rawalpindi Circle, November 15, 1865; Inspector of Schools, 2nd Class; Officiated as Director of Public Instruction, May 28 to June 25, 1873 and May 5 to July 21, 1876; transferred to Ambala Circle, November 17, 1881; special duty with Education Commission from February 4 to March 31, 1882; and from May 7 to July 28, 1882; special duty with Education Commission, December 3, 1882; officiated as Director of Public Instruction, 1883; retired, March 1886.

Salisbury, Robert Arthur Talbot Gasigne Cecil, Third Marquis of (1830-1903)

Born on 3 February 1830; graduated in 1849; elected Fellow of All Souls, 1853; entered Parliament at twenty-three as conservative M.P. for Stramford; became viscount Granborne and heir to the marquissate by the death of his elder brother in June 1865; was appointed Secretary of State for India in the Derby ministry of 1866. He succeeded his father in 1868 as third marquis. He was elected chancellor of the University of Oxford in 1870, and again appointed Secretary of State for India in 1874. As envoy to the Constantinople Conference (1876-77), Lord Salisbury, came in direct clash with Lord Derby (then Foreign Secretary), when in 1878, Lord Derby resigned, Lord Salisbury succeeded him. He took part along with Disraeli in the Berlin Congress. On the death of Beaconsfield (1881) he succeeded to the leadership of the Conservative Party and was thrice Prime Minister of England and finally retired from public life in July 1902, receiving the Victorian Order. He contributed to *Oxford essays* and wrote for the *Quarterly Review*. Died on 22 August 1903; K.G.; D.C.L.; LL.D.

Sime, John

Professor, Government College, Agra, April 15, 1869; Principal, Delhi Government College; officiated as Inspector of Schools, February 26, 1875; reverted to the Principalship of Delhi College, December 11, 1876; Professor of Lahore College on the abolition of Delhi College, April 13, 1877; officiated as Principal, Lahore College, May to July 31, 1877; Inspector of Schools, Ambala Circle, August 1, 1877; Professor, Government College, Lahore, November 5, 1879; Officiating Inspector of Schools, Lahore Circle, November 3, 1880; appointed Inspector of Schools permanently, November 13, 1880; Officiating Principal, Government College, Lahore, May 18, 1881; but assumed charge on June 8, 1881; Inspector of Schools, Lahore Circle, while retaining his appointment as Principal, Government College, Lahore, from September 18 to October 10, 1882; tutor to the Maharaja of Patiala, May 1885; Inspector of Schools, August 1887; Director of Public Instruction, Punjab, and Under Secretary to Government in the Education Department, October, 1890; C.I.E., December 1893, Author of *Man and History* and the works on Arithmetic and mensuration.

Sutcliffe, James

Date of first appointment to the Education Department, 1847; appointed Principal, Presidency College, Calcutta, February 7, 1855; was also Registrar of the Calcutta University. He was on Committee

for the management and supervision of the Calcutta and Hooghly Madrassas; Officiating Director of Public Instruction, Bengal, 1874-75.

Tawney, Charles Henry

Born in 1837; son of Rev. Richard Tawney; educated at Rugby and Trinity College, Cambridge; Scholar; Senior Classic, 1860; Fellow of Trinity College, 1860; for many years Professor and President of the Presidency College, Calcutta, and Registrar of the Calcutta University; Officiated thrice as Director of Public Instruction, Bengal; author of several translations from the Sanskrit; C.I.E., 1888; Librarian of the India Office (1893-1903); retired 1903.

Thomson, G.

Born on 12 March 1844; appointed Head Master, Saugar High School, 23 September 1869; served as Inspector of Schools in the various grades from 1875 to 1884; on 2 April 1885, he was deputed by the Government of India to attend the Educational Conference; retired, April 1900.

Trevelyan, Sir Charles Edward

Born on 2 April 1807; educated at Taunton School and Charterhouse and Haileybury College; arrived at Calcutta in 1826 and was appointed First Assistant to the Resident at Delhi and received the approbation of the Government for an enquiry conducted by him into the limits of the Bikaner territory. Afterwards he was entrusted with the guardianship of the Rajah of Bharatpur. He was shifted to Calcutta where he served as Deputy Secretary to the Government in the Secret and Political Departments and again for two years as Secretary to the *Sadar* Board of Revenue. In 1834 he married a sister of Lord Macaulay, with whom he went on furlough to England in the beginning of 1838. There he was offered the Assistant Secretaryship of the Treasury, the office which he assumed on 21 January 1840 and held it until 21 January, 1859. His remarkable powers were appreciated during Irish famine of 1845-47, and in April 1848, was made K.C.B. In November 1853, appeared the Report signed by Sir Stafford Northcote and Sir Charles Trevelyan on the 'Organisation of the Permanent Civil Service', which though rendering Trevelyan unpopular has proved of immense benefit to the country at large. He was appointed Governor of Madras in March 1859 and was recalled in consequence of his protest against the income tax in June 1860.

Returned to India in 1862; was appointed Financial Member of the Supreme Council, January 1863 to April 1865. Baronet in 1874, died, June 19, 1886; wrote on the *Application of the Roman Alphabet*

to all the Oriental Languages and On the Education of the People of India, 1838; letters to the *Times* under the signature of 'Indophilus', etc. etc.

Waddington, Colonel Thomas

Joined the service, 12 June 1847; Ensign, 7th Regiment N.I. Ahmednagar, 7 December 1847; joined this Regiment in March 1848; Interpreter, 7th Regiment N.I. Ahmednagar, March 1848; Quarter Master and Interpreter, 7th Regiment N.I. Ahmednagar, 7 June 1849, Assistant Superintendent, Revenue Survey, Ahmednagar, 8 March 1850; Assistant Superintendent, Revenue Survey, Khandesh, November 1851; Assistant Superintendent, Revenue Survey, Ratnagiri, February 1852; Lieutenant, 15 November 1853; Acting Superintendent, Revenue and Assessment, Ratnagiri, June 1855, Assistant Superintendent in-Charge, Ratnagiri Revenue Survey, 4 November 1856; Assistant Superintendent, Revenue Survey, Gujarat, 7 November 1857; Acting Assistant Superintendent Revenue Survey and Assessment, Southern Maratha Country, Satara, February 1858; confirmed as Assistant Superintendent, Revenue Survey and Assessment, Southern Maratha Country, Satara, 27 October 1858; Deputy Superintendent, Satara Revenue Survey and Assessment, 10 January 1860; Captain, 18 February 1861, and admitted to the Staff Corps from that date; general duty, Bombay, 12 January 1860; Captain, 18 February 1861, and admitted to the Staff Corps from that date; general duty, Bombay, 12 January 1863; Assistant Educational Inspector, C.D., Poona, 1 March 1863; Acting Educational Inspector, S.D., Belgaum, 17 May 1863; Educational Inspector, S.D., Belgaum, 9 December 1863; also held the appointment of Assistant to the Director of Public Instruction, Bombay, in addition, from 16 May to 26 December 1864; Major, 12 June 1867; Acting Director of Public Instruction, Bombay, in addition to the duties of his substantive appointment as Educational Inspector, C.D., from 27 April to 25 July 1868; Educational Inspector, C.D. Poona, 26 July 1868; Acting Director of Public Instruction, Bombay, 27 September 1868; Lt. Colonel, 12 June 1873; Acting Director of Public Instruction, Bombay Presidency, 1 May to 31 July 1877, and from 1 April 1878 to 15 November 1878.

Wood, Sir Charles

Born on 20 December 1800; educated at Eton and Oriel College, Oxford, whence he matriculated on 28 January 1818, as a gentleman commoner and took a double first class in 1821; graduated on 17 December 1821 and M.A. on 17 June 1824. He entered Parliament on 9 June 1826 as liberal member for Grimsby and elected in 1831 at

Wareham and was again returned on 14 December 1832 for Halifax and continued to represent it for thirty two years.

Wood's official career began when he was appointed on 10 August 1832, as joint secretary to the Treasury. He was later on transferred to the Secretaryship of the Admiralty in April 1835. He resigned this post in September 1839. He became chancellor of the Exchequer under Lord John Russel on 6 July 1846. On the death of his father he succeeded to the baronetcy on 31 December 1846. He was appointed President of the Board of control in the Aberdeen Administration on 30 December 1852. He passed an excellent Indic Act in 1853 and sent the famous Educational Despatch from the Court of Directors known after his name i.e. Wood's Despatch of 1854, and thus truly laid the foundation of the educational system in India. He served also as first Lord of the Admiralty and was created G.C.B. on 19 June 1856. He became Secretary of State for India on 18 June 1859 and initiated an arduous but successful series of measures for adapting the government and finances of India to a new situation arising out of the extinction of the rule of the East India Company. He passed acts for the proper deployment of European troops in India (1859), for reorganising the Indian Army (1860), and for regulating the legislative council and the High Court (1861), and for improving the conditions of Civil Service. In addition to these and many other measures he was able to put the finances of the government of India on sound footing. He was Lord Privy Seal from 6 July 1870 to 21 February 1874. Died at Hicleton in Yorkshire on 8 August 1885.

Woodrow, Henry

Born on July 31, 1823; educated at Rugby and Caius College, Cambridge; Scholar and Fellow, Martinere College; became Secretary to the Council of Education, 1854; on the formation of the Education Department in Bengal became Inspector of Schools, 1855-72; he devoted much attention to primary education and to physical science in education; Director of Public Instruction, 1875; died at Darjeeling, October 11, 1876.

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